

Corporate Impact

2023



We succeed when we do good.

Guardian's Corporate Impact strategy is designed to harness company resources and galvanize colleagues to amplify our purpose to **inspire well-being®** across **mind, body, and wallet®**. This strategy allows us to uplift communities, empower our colleagues, and foster meaningful change, reinforcing our commitment to the well-being of all those we serve.

When we help our consumers, communities, and colleagues to thrive, we fulfill our purpose. And we prosper.

Our values

We bring our strategic values to life in a manner consistent with our purpose and our code of conduct.



We do the right thing.

We deliver on our promises to our customers and communities and take pride in being a fair and ethical company.



We believe people count.

For us, people come first, and we treat others with care and respect.



We courageously shape our future together.

Acting as one team, we work together to create a culture where we openly challenge assumptions, move with a sense of urgency, try new things, learn from failure, and welcome challenges.



We go above and beyond for the people we serve.

We are committed to understanding the needs and dreams of our customers.

Amplifying our purpose

For our colleagues

We aim to provide an environment where everyone feels seen, heard, supported, inspired, valued, and empowered to succeed. This is how we make a difference in people's lives — and it's a critical component of our culture.

For our customers

We aim to ensure that our products and services are inclusive and provide equitable access for both existing and prospective customers. That's why we intentionally seek out inclusive perspectives in our approach to researching, developing, and enhancing diverse, innovative solutions for our customers.

For our communities

We believe you feel good when you do good. That's why we encourage a culture of inclusive service through our Corporate Impact initiatives, such as our strategic philanthropy, sustainability work, community engagement activities, disaster relief efforts, and Guardian for Good, a matching gifts and volunteer awards program.

Our impact

Community involvement

We focus our community involvement around quarterly themes, with similar activities that create a common conversation and unite our colleagues wherever they may be — from Appleton, Wisconsin, to Chennai, India.

Our quarterly focus areas:



Children & education



Environment & sustainability



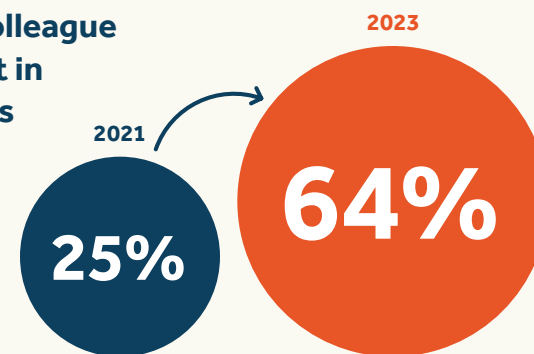
Health & well-being



Joy of giving

The power of Guardian's goodwill

Increased colleague engagement in communities



Supported 3.5K+ nonprofits with
\$8.8M
in colleague and company donations



16K+
volunteer hours in the community, largely driven by activities from our eight US volunteer-led community involvement committees

Expanded membership in employee resource groups



9 in the US



5 in India

Notable strategic philanthropy

Our signature philanthropic initiatives make the most of Guardian's impact and goodwill in our local communities.

Minding Your Money: Skills for Life™



90,000+
students in
2,190 schools
across 19 states

Guardian is the first organization to create a financial wellness course for high school students that addresses the intersection of financial stability and mental wellness.

Adaptive Student Athlete Program (ASAP)



Supports
48%
of national
collegiate
adaptive
programs

Guardian's funding supports collegiate student-athletes with disabilities as they pursue opportunities to compete in adaptive sports at the highest levels, including the Paralympic Games.

Dental Lifeline Network (DLN)



\$94.6M
in donated
services
and 46,000+
patients treated
since 2018

Guardian is the lead sponsor of DLN's Donated Dental Services program, in which volunteer dentists provide dental care to vulnerable individuals, including veterans, the elderly, and those with disabilities.

The High Line



2,300
wellness program
participants

As the park's first-ever Lead Wellness Sponsor, Guardian's support enables the High Line to provide wellness programming to its visitors, plus open access to an urban greenspace that provides a unique combination of nature, art, and design.

The American College



\$1M towards
social justice and
economic equity
programs

Guardian's scholarship programs help to bolster fiscal stability for early-career financial professionals and students attending historically Black colleges and universities (HBCUs), and empower Black women through tailored financial education programs.

Charity in our vicinity



\$161K invested
across all the local
initiatives in India

We offer career counseling and resume building for youth, computer literacy workshops, financial planning sessions, and relief materials for natural disasters to support the staff who care for our colleagues and facilities in India.

Responsibly managing sustainability and climate-related risks

We're committed to evolving and optimizing our use of resources

We've made progress on a number of projects to conserve resources, reduce waste, and protect the environment at our facilities, three of which are LEED Gold offices.¹

Notable highlights

- We onboarded a new vendor platform to better track our Scope 1 and 2 greenhouse gas (GHG) emissions data.²
- Saved 470,389 kWh or 333 metric tons of GHG annually since 2018 by migrating our Data Center operations to the cloud.³
- In support of our climate risk efforts, we performed our annual sustainability assessments of select company suppliers.
- We continued recycling efforts at our offices, including programs for battery recycling and filtered water bottle stations to minimize plastic waste. Our programs resulted in recycling 83 tons of electronic waste and 3 million pounds of paper.
- Our Green Office Move & Decommissioning program diverted 47 tons of material from landfills around the country. Since its inception in 2022, Guardian has diverted 98.6% of materials from landfills.
- Within our facilities, 40% of our 1.3 million square feet are Leadership in Energy and Environmental Design (LEED) Gold-certified.

Greenhouse gas

We created a baseline inventory in 2019, and in 2023 we began to update our GHG emission accounting platform for improved tracking.

	Scope 1	Scope 2	Total Scope 1+2
2023	914	6,674	7,588 tCO ₂ e
2022	969	6,808	7,777 tCO ₂ e
2021	797	5,878	6,675 tCO ₂ e

Source: Greenly GHG Calculations

Note: GHG #s are different from previous years due to changes in calculation systems and updated methodology. Guardian will use these updated calculations going forward.

How we integrate sustainability into our investments

We are committed to generating robust returns for our policyholders while we continue to identify and integrate climate-related risks and opportunities into our business model.

Committed almost \$1.1 billion to date in tax equity investments, including solar power and affordable housing.

Hold \$375 million in private debt investments in renewable energy projects, including solar, wind, and hydroelectric power generation as of January 31, 2024.

Estimated our portfolio climate footprint, i.e., the absolute level of financed emissions embedded in the General Account, for 62% of the portfolio.

Generated climate-related scenario analysis for the investment grade public bond portfolio using market-standard scenarios.

Equity & Inclusion

Our equity and inclusion commitment: Expanding mindsets, changing behaviors, and creating stronger diversity

We're evolving this commitment by accelerating our work to integrate equity and inclusion across everything we do — both inside and outside our company. This includes our behaviors, processes, procedures, and products. Step by step, we're applying an equity-and-inclusion lens to all we do to create stronger, more meaningful diverse outcomes. Nothing is too small to consider — or too big to tackle. It's key to ensuring that our inclusive workplace, as well as the diverse solutions and services we provide, reflect our world.

We aim to provide an environment where everyone feels seen, heard, supported, inspired, valued, and empowered to succeed. This is how we make a difference in people's lives — and is a critical component of our culture.

Governance

The Board historically and continuously values and considers principles of diversity as a factor in its nomination and selection of new Directors.



Aligning our sourcing and supplying strategy with our impact work

Our commitment to supplier inclusion advances our mission to inspire well-being by creating economic opportunities in communities. A diverse supplier base also critically reflects the diversity among our customers and communities.

In early 2023, we continued to enhance our [Supplier Code of Conduct](#) to enhance equity in our supply chain.

Additionally, we assessed a select segment of our current supplier base for sustainability. We are establishing a program to monitor and assist suppliers in meeting these new requirements.



\$7B+

traded with minority-, women-, and veteran-owned broker-dealers in 2023



\$47M

inclusive spend with diverse and small businesses



Recognition



- 1 Guardian is evolving our Workplace Strategy to match a hybrid workforce and their needs in 16 locations in the US and India, and to maintain a presence in key markets. Guardian reduced our physical footprint by 47% in Holmdel, NJ, and 11% in Bethlehem, PA; it continues to be responsible for 100% of the base utility consumption in both locations. Guardian will continue to monitor and optimize our use of resources in our office locations, where available.
- 2 The Guardian Life Insurance Company of America divested the ReedGroup business in [December] 2022, which triggered a re-baselining of the GHG Inventory consistent with best practices contained within the Greenhouse Gas Protocol. The GHG emissions associated with ReedGroup were removed from the 2019 baseline and subsequent reporting years to reflect this change in Guardian's subsidiary businesses.
- 3 Based on our average usage of the Data Center's last three years of operation.

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