

Symetra Social Impact

Corporate Social Responsibility Program



Symetra Social Impact underscores our commitment to advancing positive social change, supporting a healthier environment, and contributing to a better world for the communities we serve.

This robust program helps us realize our Symetra Empowers vision to create a world where more people have access to financial freedom and work towards our aspiration to be the country's most inclusive insurance company.



Our goals

We aim to drive transformation through eight goals aligned with the United Nations' Sustainable Development Goals:

25

Historically Black colleges and universities (HBCU) scholarships by 2025

65%

employee participation in community programs by 2025

Financial literacy

community program created by 2025

40%

paper reduction by 2025

Carbon neutral

across our business operations by 2023



New platform

for employee engagement in 2022



Supplier guidelines

by 2023



\$150K

to environmental programs for underserved youth by 2025

How we'll get there

We've divided our goals into three key focus areas that will help us create programming and allocate resources to achieve our objectives.

People matter



Our commitment to show up for our communities, lift up our employees and stand up for diversity, equity and inclusion (DEI).

Scholarship

We'll provide multiyear, wraparound support for 25 scholars from HBCU partner institution Morgan State University by 2025.

Employee engagement

Our goal is to increase employee engagement from the 2019 participation average of 50% to 65% annually by 2025 via sustainability programming, volunteerism and giving.

Financial literacy

We'll launch a Community Financial Literacy program in 2025 as part of our commitment to help empower underserved populations.

Our planet matters



Our commitment to creating a better world for everyone.

Paper reduction

We're committed to reducing our paper consumption 40% compared to 2019 levels by 2025.

Carbon neutrality

We aim to be carbon neutral across our business operations by 2023 through a combination of offsets, sustainability measures and reductions.

Supplier guidelines

We're establishing guidelines for our suppliers and contractors and will implement them by 2023.

National environmental partnership

We'll partner with the National Park Trust and commit \$150K by 2025 to fund access and environmental education programming for underserved youth.

Commitment matters



Our commitment to providing value to our customers while also stewarding their money in a sustainable, ethical and transparent way.

Guiding principles

Our success as a business is guided by our principles of Value, Transparency and Sustainability, or VTS.

Investing in the future

We'll continually pursue opportunities to make investments in our portfolio that have a positive social impact.

Impact investing

Impact investing seeks to generate returns while also creating positive environmental and social impacts. We are currently focused on the areas of clean energy and affordable housing.

Investing with purpose

We continually evaluate our portfolio and carefully consider both the current products and services of the companies we invest in and their future plans.

Customer empowerment

We believe that by putting customers first, communicating clearly and openly about how our products work, and by offering benefits and services that create opportunities for growth and protection, we can expand access to health and financial wellness.

Investing in communities, employees and DEI

Through partner organizations, resources and advocacy, we're working to build strong and resilient community support systems with a focus on underserved Black, Indigenous, and People of Color (BIPOC) communities, women, youth and students.

Bringing change where it's needed

\$2.8M

donated to communities in 2023

\$765,000

toward racial equity and social justice in 2023

7,300

employee volunteer hours logged in 2023



Diversity, equity and inclusion

Our 18 commitments to promote racial equality and support social justice affirm our unwavering commitment to DEI. Diversity, equity and inclusion are at the center of our community programs and the heart of our employee resource groups that embrace and celebrate our diverse experiences, identities and perspectives.



Funding communities

We support organizations that share our values and commitment to strengthening our communities. In 2023, we contributed over \$2.8 million to nonprofits nationwide, including \$765K directed to community organizations addressing racial equity and social justice issues.



Engaging employees

Our employees are engaged and strongly committed to giving back to our communities. We empower them to be generous with both their time and resources to foster inclusive, healthy places in which to live and work. In 2023, they devoted over 7,300 volunteer hours and pledged more than \$690,700 (including corporate match) during our annual giving campaign.

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