

## Environmental, Social, and Governance / Sustainability Commitment

Assurant's Board of Directors (Board), its Management Committee, and employees worldwide understand the importance of the Company's environmental, social, and governance (ESG) / sustainability initiatives in supporting the successful execution of Assurant's long-term strategy.

The Board directly oversees sustainability matters relating to Assurant's strategy and initiatives. Our President and CEO, together with our Chief Operating Officer and Senior Vice President, Communications and Sustainability, set the direction of our sustainability strategy in collaboration with the Management Committee as well as with other global leaders and subject matter experts. To further guide these efforts, the Nominating and Corporate Governance Committee of the Board oversees sustainability matters for Assurant, and together with the Compensation and Talent Committee, oversees our human capital management programs, including Assurant's efforts and commitment to build greater diversity, equity, and inclusion.

Through Assurant's longer-term strategic planning process with our Board, we have prioritized three ESG areas of strategic focus for 2020-2025: Talent, Products, and Climate. Our aspirations for each are to:

- **Talent:** Foster a diverse, equitable, and inclusive culture to drive innovation for the benefit of all stakeholders;
- **Products:** Help customers thrive in the connected world; and
- **Climate:** Operate in ways that minimize our carbon footprint and align our commitments to enhance climate action and environmental performance.

Annually, we track our progress and report key metrics related to the four core pillars that comprise Assurant's Sustainability Strategic Framework: Responsible Employer, Impact on Society, Customer Commitment, and Integrity and Ethics. Additional information on our progress can be found in our [2023 Sustainability Report](#).

## Talent & Equal Employment Opportunity (EEO) Commitments:

Assurant's talent remains core to our ability to anticipate and deliver on the evolving needs of our clients and their customers and other stakeholders. Our employees play a critical role in our success and are the engine that enables greater innovation and business outperformance. Our culture, programs, policies, and practices are focused on strategically attracting, developing, retaining, and motivating our employees so that they are empowered to achieve their potential and grow their careers across a wide array of areas - from our mobile repair depots to service center operations helping customers at their times of need, and within our support functions such as finance, technology, legal, human resources, risk, and marketing, among other career paths.

We prioritize programs and initiatives aimed at investing in our talent, including those that create and develop a broader pipeline of talent that reflects the diversity of the communities in which we live and work worldwide. By doing so we believe we can further broaden our perspective and promote innovation, increase engagement, and create greater value for the benefit of all our stakeholders. As outlined in our 2022 EEO-1 Consolidated Report, reflecting workforce data as of December 2022, 60 percent of our U.S. workforce identified as female while 53 percent identified as racially or ethnically diverse. Compared to our 2021 EEO-1 reporting, our U.S. gender diversity increased by four percentage points while racial and ethnic diversity declined slightly due to a shift in our in-store device repair service model.

In 2022, and more recently this year, we continue to deepen our commitment to foster diversity, equity, and inclusion in our workforce, including:

- Promoting a strong culture that engages employees through our practices and policies, including total rewards and well-being programs that provide increased choice to meet diverse employee needs;
- Expanded learning and development programs to support new skill development and virtual coaching;
- Recruiting talent from diverse communities, including through strategic and educational partnerships that bring greater visibility to the talent of potential candidates and their expertise;
- Continuing our enterprise mentorship program for underrepresented minorities and women as we look to enhance our succession planning and diverse leadership pipelines for our most critical enterprise roles; and
- Expanding our employee resource groups as we create an inclusive environment that enables a sense of belonging and community.

Effective January 1, 2024, Assurant's Management Committee will reflect increased racial or ethnic diversity, with 25 percent identifying as racially or ethnically diverse as well as 16 percent gender diverse.

Assurant is an Equal Employment Opportunity employer and is committed to equal opportunities for our employees. All aspects of consideration for employment and continued employment with Assurant are governed on the basis of merit, competence, and qualifications without regard to age, ancestry, citizenship, color, creed, ethnicity, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, personal appearance or other categories defined by federal, state or local law.

## 2022 EEO-1 CONSOLIDATED REPORT

Below is Assurant’s Consolidated 2022 U.S. Employer Information Report (EEO-1 Report). The data presented reflects gender, race, and ethnicity by job category of our U.S.-based employees and reinforces our focus and commitment to diversity, equity, and inclusion throughout our organization.



### EQUAL EMPLOYMENT OPPORTUNITY 2022 EMPLOYER INFORMATION REPORT CONSOLIDATED REPORT<sup>1</sup>

Job Categories	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive or Senior Level Officials and Managers	3	2	43	2	6	0	0	0	15	1	1	0	0	0	73
First or Mid Level Officials and Managers	131	150	590	72	79	4	2	29	446	146	43	1	1	19	1,713
Professionals	273	251	594	103	210	1	1	42	538	181	144	3	1	38	2,380
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	48	41	142	26	7	1	2	11	125	37	1	0	4	7	452
Administrative Support Workers	274	470	609	255	46	5	8	59	1,469	1,561	70	7	8	120	4,961
Craft Workers	215	291	303	124	70	5	4	23	266	112	87	0	6	20	1,526
Operatives	9	1	19	3	6	0	0	1	4	1	2	0	0	1	47
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	5	8	0	0	0	0	3	3	0	0	0	0	19
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>953</b>	<b>1,206</b>	<b>2,305</b>	<b>593</b>	<b>424</b>	<b>16</b>	<b>17</b>	<b>165</b>	<b>2,866</b>	<b>2,042</b>	<b>348</b>	<b>11</b>	<b>20</b>	<b>205</b>	<b>11,171</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>1,294</b>	<b>1,314</b>	<b>2,781</b>	<b>909</b>	<b>503</b>	<b>24</b>	<b>31</b>	<b>226</b>	<b>2,950</b>	<b>2,185</b>	<b>341</b>	<b>14</b>	<b>18</b>	<b>228</b>	<b>12,818</b>

1. Assurant reclassified employees reported as Technicians, Laborers and Helpers, and Operatives in its 2021 EEO-1 primarily to the Craft Workers EEO-1 Job Category for 2022 EEO-1 reporting to more accurately reflect the role of these employees at Assurant.

