

# 2024 Sustainability Report Highlights



At Assurant, we are advancing a connected, respected, and protected world, with a strategic focus on Connected Communities, Respected Resources, and a Protected Planet. Within these pillars, we are embarking on an accelerated sustainability agenda to set long-term ambition for A Thriving Society, A Circular Economy, and A Stable Climate. This framework is all Powered by Our Commitment to Responsible Business.

Advancing a *connected, respected, and protected* world.

## ACCELERATED SUSTAINABILITY AGENDA



### A Thriving Society:

- Continued to reinforce a talent strategy focused on employee engagement and investments in programs to support career development including participation in various leadership programs with Diversity, Equity, and Inclusion (DE&I) organizations to help build a more diverse pipeline
- Launched **Leading the Way**, a program designed to grow skills, capabilities, and careers to impact engagement, performance, and results
- Invested in Total Rewards & Wellbeing**, including initiatives to advance physical, emotional, financial, and social wellbeing
- Scaled our **DE&I Mentoring Program** to support professional development for employees and expanded our DE&I focus to **include individuals with disabilities**
- Established two new employee resource groups: **Abilities@Assurant** and **Pride@Assurant**
- Actively engaged our communities with employees volunteering over **91,000 hours** and supporting over **1,500** nonprofit organizations, while the Assurant Foundation granted **\$2.7 million** through charitable giving
- Achieved \$115 million** Diverse supplier Tier 1 spend, up more than 10% from the previous year



### A Stable Climate:

- Received a **"B" rating for the CDP climate change questionnaire for the sixth consecutive year** and achieved a "B" CDP Supplier Engagement Rating
- Reduced our Scope 1 and 2 (market-based) GHG emissions** by more than 5% year-over-year
- Implemented an automated data management process to analyze our GHG emissions and track performance towards **our target to reduce Scope 1 and 2 GHG emissions by 40% by 2030, from a 2021 baseline**
- Expanded our sustainability supplier assessment program**, engaging over 100 supply chain partners on sustainability matters
- Integrated sustainability into our products, including **Assurant EV One Protection<sup>SM</sup>**, which is available to sell in **12 countries globally**
- Maintained transparency in ESG disclosures through reporting in alignment with the **Task Force on Climate-Related Financial Disclosures (TCFD)** and **Sustainability Accounting Standards Board (SASB)**



### A Circular Economy:

- Through our mobile trade-in program, Assurant **returned over \$3 billion to consumers** in exchange for their used devices, **diverting over 4,200 metric tons of electronic waste from landfills<sup>1</sup>**; and **avoided approximately 1.16 million metric tons of CO<sub>2</sub> emissions<sup>2</sup>**
- Launched Assurant CarbonIQ<sup>SM</sup>**, a solution that tracks and measures the carbon footprint of connected devices throughout its lifecycle, providing crucial insights to measure progress toward circularity goals
- Protected more than **60 million** mobile devices and operated over 40 mobile trade-in programs globally, **repurposing 22 million devices** as of year-end 2023
- Operated a **global network of Device Care Centers** leveraging state-of-the-art technology, robotics, and AI to **deliver on our commitments to our clients**
- Leading circularity practices** throughout our global Device Care Centers including recycling practices and beginning the implementation of sustainable packaging

### Responsible Business:

- Recognized as one of the **World's Most Ethical Company designation** by Ethisphere, a global leader in defining and advancing the standards of ethical business practices
- Enhanced our enterprise sustainability governance practices through our **European ESG Advisory Group** to coordinate our sustainability strategies across our European operations

<sup>1</sup> An average of 0.193 kg is used per device.

<sup>2</sup> Average CO<sub>2</sub> savings of 55 kg per device, accounting for initial production and new device transport minus refurbishment and preowned device transport emissions.



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