

Appendix: Sustainability Data Fact Sheet



Assurant Facts

#	Assurant at a glance	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
1	Total revenue ¹	\$10.2B	\$10.7B	\$11.4B
2	Countries	21	21	21
3	Years of expertise	125+	125+	125+
#	Customer Satisfaction ²	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
4	Consumer Affairs	3.98	4.19	4.00
5	Trustpilot	3.50	4.10	4.30
6	Better Business Bureau	4.51	4.67	4.65
7	Total Consumers Served	300+M	300+M	300+M

A Thriving Society

#	Workforce Statistics	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
8	Global Headcount	13,700	13,600	14,200
9	Full Time	13,081	12,906	13,482
10	Part Time	569	728	727
11	Permanent Employees	13,591	13,560	14,127
12	Temporary Employees	59	74	82
Global Region				
13	North America	80%	77%	75%
14	Latin America	7%	9%	9%
15	Europe	10%	10%	10%
16	Asia-Pacific	3%	4%	6%

¹ Total revenue refers to net earned premiums, fees, and other income.

² Ratings/Reviews are on 5-star scales

Workforce Segments			
17	Frontline (Grades 1–9) ¹	64%	63%
18	Managerial / Leaders (Grades 10 and above) ²	36%	37%
#	Workforce Stability	Dec. 31, 2022	Dec. 31, 2023
19	Overall Attrition	21%	15%
20	Frontline (Grades 1 to 9)	27%	19%
21	Managerial / Leaders (Grade 10 and Above)	9%	6%
22	Employee Tenure – Overall	8 years	8 years
#	Workforce Demographics	Dec. 31, 2022	Dec. 31, 2023
Global Gender Demographics			
23	Women	60%	60%
24	Women (Managerial)	43%	43%
Workforce Demographics (U.S. Only)			
25	Women	62%	62%
26	Race/Ethnicity (URM)	53%	54%
Managerial-Level Demographics (U.S. Only)			
27	Women	44%	44%
28	Race/Ethnicity (URM)	44%	45%
Management Committee Demographics			
29	Women	18%	15%
30	Race/Ethnicity (URM)	18%	23%
Board Demographics ³			
31	Women	31%	31%
32	Race/Ethnic Representation	23%	31%

¹ Frontline employees are predominantly hourly roles such as customer care, claims administration, and mobile repair and logistics.

² Managerial employees are predominantly salaried employees engaged in an array of business and support functions.

³ As of May 21, 2025, the company's Board reflects an appropriate mix of director tenure and had 40 percent identifying as gender diverse and 20 percent identifying as racially or ethnically diverse.

Internal Hiring Rate ¹				
33	Global	---	---	17%
#	Responsible Sourcing	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
34	Tier 1 Spend ²	\$100M	\$114.6M	\$203M
#	Strategic Learning and Development	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
35	Employees receiving an annual performance review	95%	97%	97%
#	Employee Engagement	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
36	eNPS score	37	44	53
37	Engagement Champion Teams — leaders	250	284	339
38	Engagement Champion Teams — teams	35	35	35
#	Employee Ratings	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
39	Glassdoor	3.6	3.6	3.6
40	Indeed	3.5	3.5	3.5
#	Community Giving and Volunteering	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
41	Total Assurant Foundation Grants	\$3.4M	\$2.7M	\$3.8M
42	Nonprofits Supported	1,581	1,556	1,892
43	Matching Gifts	\$583,446	\$536,139	\$544,848
44	Volunteer Hours Reported	65,652	91,838	95,100

¹ Assurant did not begin calculating and reporting these metrics until 2024.

² Tier 1 spend represents the amount from Assurant to qualified small-, veteran-, and diverse-owned businesses, based on Assurant’s competitive and merit-based sourcing processes.

A Circular Economy

#	Mobile Device Metrics	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
45	Mobile devices recycled	1.7M	1.85M	1.03M
46	Mobile devices repaired/resold	22.6M	22M	19.6M
47	Mobile device repurposing — E-waste landfill avoidance ¹	4,300 MT	4,200 MT	3,800 MT
48	Mobile device repurposing — avoided CO ₂ emissions ²	1.24M MT	1.16M MT	1M MT
#	Energy	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
49	Total energy consumed	150,798 GJ	130,712 GJ	113,426 GJ
50	Percentage grid electricity	84%	89%	89%
51	Percentage renewable	0	0	0.15%
52	Electricity Generated by Solar Panels	0	0	77,930 kWh
#	Air Emissions ³	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
53	Nitrogen oxides (NOX)	---	---	1,609 kg
54	Sulphur oxides (SOX)	---	---	108 kg
#	Water ³	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
55	Water Consumption	---	---	0.12M m ³

¹ An average of 0.193 kg is used per device.

² Average CO₂ footprint of 55 kg per device, including initial production and new device transport minus refurbishment and preowned device transport emissions.

³ For the first time, in 2024, Assurant performed an Independent third-party limited assurance verification for water use, nitrogen oxides (NO_x) and sulfur oxides (SO_x) omissions. The independent third-party limited assurance verification for 2024 can be found [here](#).

A Stable Climate

#	Enterprise Greenhouse Gas Emissions	Dec. 31, 2021	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
Scope 1 GHG Emissions (Metric Tons CO ₂ e) ¹					
56	Scope 1	2,132	1,505	1,342	1,282
Scope 2 (Metric Tons CO ₂ e) ¹					
57	Location-based	14,670	13,447	12,192	10,307
58	Market-based	14,973	13,469	12,792	11,018
#	Scopes 1 and 2 GHG Emissions (Metric Tons CO ₂ e)	Dec. 31, 2021	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
59	Scopes 1 and 2 (Market-based) Total	17,105	14,974	14,134	12,300
#	Scope 3 (Metric Tons CO ₂ e) ¹	Dec. 31, 2021	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
60	Purchased Good and Services	228,495	289,882	307,585	201,001
61	Capital Goods	6,292	4,131	3,008	779
62	Fuel and Energy-related Activities	860	675	686	468
63	Upstream Transportation and Distribution	4,623	6,048	4,819	2,606
64	Waste Generated in Operations	622	955	1,628	1,114
65	Business Travel	1,631	2,999	2,406	3,135
66	Employee Commuting	3,240	4,478	3,342	3,126
67	Downstream Transportation and Distribution	51,738	51,467	32,806	25,704
68	Use of Sold Products	97,732	95,779	80,527	58,512
69	End-of-Life Treatment of Sold Products	277	272	229	177
70	Downstream Leased Assets	N/A	213	283	274
71	Franchises	3,055	2,612	2,338	2,285
72	Investment Portfolio ²	2,547,309	2,284,121	2,439,929	---
73	Scope 3 Total ²	2,945,874	2,733,632	2,879,586	---

¹ Assurant's Scope 1, Scope 2 (location-based), Scope 2 (market-based), and relevant Scope 3 GHG emissions, excluding Category 15 Investment Portfolio, received independent third-party limited assurance for 2024. The verification letter for 2024 can be found [here](#).

² Our 2024 Category 15 Investment Portfolio emissions are currently being calculated. Once they are calculated and verified by our third-party limited assurance provider, we will integrate them into this table.

A Responsible Business

#	Real Estate Footprint and Paper Usage	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
74	Buildings/Facilities Owned	979K sq ft	979K sq ft	834K sq ft
75	Buildings/Facilities Leased	1.3M sq ft	1 M sq ft	1.6M sq ft
76	Known Paper Usage	38 tons	5.69 tons	5.69 tons
#	Ethics and Compliance Training	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
77	Ethics Training ¹	15,136	14,935	16,192

The reporting boundary for the 2025 Sustainability Report and associated Data Fact Sheet covers reporting year 2024 activities that are under operational control, and is the same boundary as our financial statements.

¹ This reflects Code of Ethics training, which covers many different E&C topics.