



## Assurant's Environmental, Social and Governance Commitment

Assurant's Board of Directors ("Board"), Management Committee and employees champion the importance of Environmental, Social and Governance ("ESG") priorities to support Assurant's long-term strategy. The Nominating and Corporate Governance Committee of the Board oversees ESG matters for Assurant, and together with the Compensation Committee, oversees our human capital management programs, including the Company's efforts and commitment to diversity, equity and inclusion. The Board directly oversees ESG matters relating to the Company's strategy. Our CEO, together with our Chief Administrative Officer and Senior Vice President, Investor Relations and Sustainability, set the strategic direction in collaboration with the Management Committee as well as other leaders and subject matter experts.

Through Assurant's long-term strategic planning process, we prioritized three areas of strategic focus for 2020-2025: Talent, Products and Climate.

We aspire to:

- Talent: Foster a more diverse, equitable and inclusive culture to drive sustainable innovation for the benefit of all stakeholders;
- Products: Bring innovative solutions to the market that provide meaningful value to the end-consumer; and
- Climate: Operate to minimize the company's carbon footprint.

Annually, we track our progress and report key metrics related to the four core pillars that comprise Assurant's ESG Strategic Framework - Responsible Employer, Impact on Society, Customer Commitment, and Integrity and Ethics.



## Assurant's Talent & Equal Employment Opportunity (EEO) Commitments:

Assurant's talent remains core to our ability to anticipate the evolving needs of all stakeholders. Our culture, programs, policies, and practices are focused on attracting, retaining, developing, and engaging our employees so that they can 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 jobs.

We have invested resources to 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 better foster innovation, increase engagement, and create value for the benefit of all of our stakeholders. As outlined in our EEO report for 2021, we have balanced representation in our US workforce: 54 percent of our U.S. workforce were women, and 54 percent identified as racially or ethnically diverse as of December 2021. Our U.S. workforce gradually increased in racial/ethnicity diversity year over year, while gender representation contracted modestly due to the hiring of nearly 2,000 mobile in-store service and repair technicians. This workforce was more racially and ethnically diverse but had lower female representation. We have taken steps in 2021 and more recently this year to deepen our commitment to foster diversity, equity, and inclusion in our workforce, including:

- Attracted a larger and more diverse pool of applicants for our hourly workforce by providing significant training and certification programs;
- Provided dedicated recruiting and expanded mentorship programs for women and underrepresented leaders;
- Launched our first Employee Resource Group (ERG), Women@Assurant; and
- Promoting a strong culture that leads to greater innovation and business outperformance.

Effective January 1, 2022, the Company's new Management Committee reflects an increased representation of diversity, with 18% now identifying as racially or ethnically diverse as well as 18% gender diverse. For more details, please refer to 2022 Sustainability Report. Additionally, effective May 12, 2022, the Board is comprised of 13 directors and reflects greater gender diversity at 30%.

Assurant is an Equal Employment Opportunity employer. All aspects of consideration for employment and continued employment with the company are governed on the basis of merit, competence, and qualifications without regard to race, ethnicity, religion, sexual orientation, gender identity, age, sex, disability, veteran status, or any other category protected by federal, state or local law.

## 2021 ASSURANT EEO-1 CONSOLIDATED REPORT

Below is Assurant's Consolidated 2021 U.S. Employer Information Report (EEO-1) reflecting gender, racial, and ethnicity by job category of its U.S. based employees as of December 2021. The data and key metrics we report reinforce the diverse composition of Assurant's U.S. based workforce which reflects our commitments to diversity, equity and inclusion throughout our organization.



### EQUAL EMPLOYMENT OPPORTUNITY 2021 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT<sup>1</sup>

| JOB CATEGORIES             | Hispanic or Latino |             | Non-Hispanic or Latino |                           |                                     |            |                                  |                   |                |                           |                                     |            |                                  |                   | Overall Totals |
|----------------------------|--------------------|-------------|------------------------|---------------------------|-------------------------------------|------------|----------------------------------|-------------------|----------------|---------------------------|-------------------------------------|------------|----------------------------------|-------------------|----------------|
|                            | Male               | Female      | *** Male ***           |                           |                                     |            |                                  |                   | *** Female *** |                           |                                     |            |                                  |                   |                |
|                            |                    |             | White                  | Black or African American | Native Hawaiian or Pacific Islander | Asian      | American Indian or Alaska Native | Two or More Races | White          | Black or African American | Native Hawaiian or Pacific Islander | Asian      | American Indian or Alaska Native | Two or More Races |                |
| Exec/Sr. Officials & Mgrs  | 1                  | 1           | 13                     | 0                         | 0                                   | 1          | 0                                | 0                 | 2              | 0                         | 0                                   | 0          | 0                                | 0                 | 18             |
| First/Mid Officials & Mgrs | 99                 | 117         | 478                    | 47                        | 3                                   | 75         | 1                                | 16                | 315            | 79                        | 0                                   | 27         | 0                                | 11                | 1268           |
| Professionals              | 342                | 361         | 796                    | 149                       | 2                                   | 155        | 4                                | 54                | 727            | 322                       | 6                                   | 130        | 1                                | 60                | 3109           |
| Technicians                | 551                | 124         | 771                    | 370                       | 14                                  | 168        | 18                               | 91                | 143            | 126                       | 1                                   | 28         | 3                                | 22                | 2430           |
| Sales Workers              | 48                 | 30          | 158                    | 25                        | 1                                   | 8          | 2                                | 11                | 113            | 29                        | 0                                   | 2          | 3                                | 6                 | 436            |
| Administrative Support     | 166                | 401         | 444                    | 246                       | 3                                   | 35         | 5                                | 38                | 1425           | 1514                      | 7                                   | 61         | 7                                | 114               | 4466           |
| Craft Workers              | 0                  | 0           | 0                      | 0                         | 0                                   | 0          | 0                                | 0                 | 0              | 0                         | 0                                   | 0          | 0                                | 0                 | 0              |
| Operatives                 | 17                 | 82          | 54                     | 16                        | 1                                   | 27         | 0                                | 6                 | 98             | 28                        | 0                                   | 18         | 0                                | 9                 | 356            |
| Laborers & Helpers         | 70                 | 198         | 61                     | 48                        | 0                                   | 33         | 1                                | 10                | 125            | 81                        | 0                                   | 75         | 4                                | 6                 | 712            |
| Service Workers            | 0                  | 0           | 6                      | 8                         | 0                                   | 1          | 0                                | 0                 | 2              | 6                         | 0                                   | 0          | 0                                | 0                 | 23             |
| <b>Total</b>               | <b>1294</b>        | <b>1314</b> | <b>2781</b>            | <b>909</b>                | <b>24</b>                           | <b>503</b> | <b>31</b>                        | <b>226</b>        | <b>2950</b>    | <b>2185</b>               | <b>14</b>                           | <b>341</b> | <b>18</b>                        | <b>228</b>        | <b>12818</b>   |
| <b>Previous Year Total</b> | <b>696</b>         | <b>951</b>  | <b>2042</b>            | <b>472</b>                | <b>8</b>                            | <b>346</b> | <b>11</b>                        | <b>145</b>        | <b>2852</b>    | <b>1886</b>               | <b>12</b>                           | <b>277</b> | <b>17</b>                        | <b>198</b>        | <b>9913</b>    |

1. In 2021, Assurant's U.S. workforce grew by 2,905 as compared to the 2020 EEO-1 report data (as of November 2020). The increase reflects the hiring of approximately 2,000 mobile repair technicians and the acquisition of Hyla Mobile which closed in December of 2020 and therefore was not included in the 2020 report.