

# Assurant's Connected Social Responsibilities: Strengthening Our Environmental, Social and Governance Commitments

## Social Responsibility Strategic Framework: Key Highlights and Accomplishments

### Responsible Employer:

- Quickly implemented business continuity plans to safeguard and support our employees while sustaining our operations in 21 countries worldwide
- Launched multistep pay equity initiative, took actions to move all U.S. hourly wages to \$15 per hour or more by July 2021
- Expanded global diversity, equity and inclusion infrastructure, processes, programs and accountability, including diverse slate requirements and ongoing unconscious bias training



of global workforce comprised of women



of U.S. workforce diverse in race/ethnicity



of Management Committee are women



of Board of Directors diverse in gender, race and/or ethnicity

\*Data as of Dec. 31, 2020.

### Impact on Society:

- Expanded ESG integration, screening, infrastructure and oversight processes to further responsible investing of Assurant assets
- Reduced annual paper consumption by 52.5 tons in 2020 and energy consumption at facilities by more than 67 million kilowatt hours during the past decade
- Launched expanded Supplier Diversity and Inclusion registration portal, and enhanced network of support to increase opportunities for certified diverse suppliers
- Assurant Foundation Trust donated \$4.7 million in grants, supported nearly 1,700 charities globally with grants or employee matching gifts, with more than 17,300 employee volunteer hours reported

### Customer Commitment:

- Ensured essential facilities remained open during the COVID-19 pandemic to serve the connected lifestyles of more than 300 million consumers and quickly equipped more than 12,000 employees to work remotely to provide uninterrupted service to our customers
- Invested in technology to roll out multiple new digital-first platforms and robust digital self-service tools to support clients and customers, adding convenience and efficiency
- Through Assurant Growth Investing have invested more than \$100 million during the past six years in 21 companies that are complementary or disruptive to our core businesses

### Integrity and Ethics:

- Expanded Board-level oversight of ESG matters and increased frequency of updates with management regarding important related topics
- Formed new Board-level Information Technology Committee responsible for oversight of risk management with respect to information technology
- Completed 210 information security audits, conducted 938 third-party IT vendor assessments and three tabletop information security exercises, and experienced no material information security breaches in 2020
- Mandatory ethics, privacy and information security training completed by more than 14,000 employees in 2020



## 2020 - 2025 ESG Areas of Strategic Focus

**TALENT:** Foster a diverse, equitable and inclusive culture to drive sustainable innovation for the benefit of all stakeholders

- Diversity and inclusion to drive innovation
- Equitable pay and benefits
- Evolving ways to work
- Strengthening communities

**PRODUCTS:** Help customers thrive in a Connected World

- Accelerate rollout of connected offerings
- Add customer value and positively impact society
- Help consumers understand and invest in digital protection products and services
- Leverage insights and provide seamless support

**CLIMATE:** Operate in ways that minimize our carbon footprint and enhance sustainability

- Track and report Scopes 1, 2, & 3 emissions globally
- Strengthen climate resiliency
- Improve energy efficiency
- Fully integrate with investment portfolio

