



Assurant’s Environmental, Social and Governance Commitment

Assurant’s Board of Directors (“Board”), Management Committee and employees understand the importance of Environmental, Social and Governance (ESG) priorities as we operate our business and support our company’s long-term strategy. The Nominating and Corporate Governance Committee oversees ESG matters for Assurant, and together with the Compensation Committee, oversees our **human capital management programs**. The Board directly oversees ESG matters relating to strategy. Our CEO, together with our Chief Administrative Officer and our ESG/Sustainability leaders, set the strategic direction in collaboration with the Management Committee as well as other leaders and subject matter experts.

Through Assurant’s longer-term strategic planning process with our Board, we have prioritized three **2020-2025 ESG Areas of Strategic Focus** – talent, products and climate. Our aspirations in regard to each are:

Talent: *Foster a diverse, equitable and inclusive culture to drive innovation for benefit of all stakeholders.*

Products: *Help customers thrive in a Connected World.*

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

Annually, we track our progress and report key metrics related to the four core pillars that comprise Assurant’s ESG/Social Responsibility Strategic Framework – *Responsible Employer, Social Impact, Customer Commitment, Integrity and Ethics.*



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

Assurant's talent remains core to our ability to anticipate evolving customer needs and support them in their moments of need. Our culture, programs, policies and practices are focused on attracting, retaining, developing and engaging our employees to drive job satisfaction and achieve top-level performance from hire to retire in a wide array of roles and responsibilities – from repair technicians supporting our dynamic fulfillment processes, to call center operators supporting customers at their times of need, to professional roles across key functions such as finance, technology, legal, human resources, communication and marketing, and other jobs.

We are focused on recruiting the best talent and have invested resources in creating a pipeline of talent that reflects the diversity of the communities in which we live and work worldwide. By doing so we foster innovation, increase engagement and create growth opportunities to benefit of all of our stakeholders. As reported at year-end 2020 for our U.S. workforce, 63 percent were women, and 52 percent were racially/ethnically diverse. More details are available in Assurant's 2021 Social Responsibility Report at www.socialresponsibility.assurant.com

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

2020 ASSURANT EEO-1 Consolidated Report

Below is Assurant's Consolidated 2020 U.S. Employer Information Report (EEO-1) reflecting gender and racial/ethnicity by job category of its U.S. based employees. The data and key metrics we report reinforce the diverse composition of Assurant's U.S. based workforce which reflect our commitments to diversity, equity and inclusion throughout our organization.

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	14	0	0	0	0	0	3	0	0	0	0	0	19
First/Mid Officials & Mgrs	74	106	397	35	3	59	0	13	294	71	0	26	0	6	1084
Professionals	284	322	686	110	1	133	3	48	674	271	5	120	2	46	2705
Technicians	70	23	206	26	1	61	1	10	57	8	0	21	1	2	487
Sales Workers	40	22	137	19	1	10	1	10	78	14	0	2	0	6	340
Administrative Support	185	367	490	242	2	34	5	44	1548	1454	7	54	12	118	4562
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	20	55	68	17	0	26	0	11	125	31	0	14	0	15	382
Laborers & Helpers	22	55	44	23	0	22	1	9	73	37	0	40	2	5	333
Service Workers	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Total	696	951	2042	472	8	346	11	145	2852	1886	12	277	17	198	9913
Previous Year Total	606	848	1752	420	8	301	8	128	2453	1664	10	235	12	168	8613