

## Sustainability Governance and Commitment

Assurant's Board of Directors (Board), its Management Committee (MCOM), and employees worldwide understand the importance of the company's diversity, equity, and inclusion (DE&I) and sustainability initiatives in supporting the successful execution of Assurant's long-term strategy.

The Board directly oversees sustainability matters relating to Assurant's strategy and related initiatives. The Compensation and Talent Committee oversees the significant human capital management programs, including Assurant's efforts and commitment to DE&I, while the Nominating and Corporate Governance Committee (NCGC) has ultimate oversight responsibility for how the company manages sustainability, and coordinates with other committees of the Board to oversee specific sustainability matters within their purview. Our President and CEO, together with our Chief Operating Officer, Chief People Officer, and Senior Vice President, Global Communications and Sustainability, have direct oversight and responsibility for our DE&I strategy and initiatives and set the direction of our sustainability strategy in collaboration with the MCOM and other global leaders and subject matter experts.

In 2023, Assurant completed an impact-based environmental, social, and governance prioritization assessment and reviewed the results with the NCGC, which identified DE&I, Circularity, and Climate as the high-priority sustainability topics for the enterprise:

- **Diversity, Equity, and Inclusion:** Diversity at all levels, including the Board of Directors, senior management and within our broader employee base and the supply chain, and a commitment to an equitable and inclusive workforce.
- **Circularity:** The impact of Assurant's operations, products, and services on the environment, including the responsible management of e-waste streams and recovering materials at the end of each service life.
- **Climate:** The physical risks and impacts of climate change and those associated with the transition to a lower-carbon economy.

Annually, we track our progress and report on key metrics related to our high-priority sustainability topics. Additional information on our progress can be found in our [2024 Sustainability Report](#).

## Talent & Equal Employment Opportunity (EEO) Commitments:

A cornerstone of Assurant is the employees who play a critical role in our success; they are the engine that allows us to outperform and distinguish us from our competition. We prioritize investments to strengthen our pipeline of talent to reflect the diversity of the communities in which we live and work worldwide, and believe that diverse teams and inclusive cultures perform better by improving our ability to respond to the changing global marketplace and social landscape.

As of December 31, 2023, 77 percent of Assurant’s global workforce was located in North America - a decrease of three percentage points compared to year-end 2022. Our U.S. workforce dropped by approximately 8.6 percentage points year-over-year as our presence in key international markets across Europe, Latin America, and Asia Pacific continues to increase as we expand our global capabilities in support of our increasingly global client portfolio.

As outlined in our 2023 EEO-1 Consolidated Report, reflecting workforce data as of December 2023, 62 percent of our U.S. workforce identified as female while 54 percent identified as racially or ethnically diverse. Compared to our 2022 EEO-1 reporting, our U.S. gender diversity increased by two percentage points while racial and ethnic diversity increased slightly.

In 2023 we continued to deepen our commitment to foster DE&I in our workforce, including:

- Promoting a strong culture that engages employees through our practices and policies, including learning and development, total rewards and well-being programs to meet diverse employee needs. Recognized in 2023 by Forbes as a Best Employers for Diversity 2023 and by Human Rights Campaign as Best Place to Work for LGBTQ+ Equality;
- Continuing our enterprise mentorship program and external leadership programs for underrepresented minorities and women as we look to enhance our succession planning and diverse leadership pipelines for our most critical enterprise roles; and
- Expanding to five employee resource groups: Abilities@Assurant, Mosaic@Assurant, Pride@Assurant, Veterans@Assurant & Women@Assurant, creating an inclusive environment that enables professional development and a sense of belonging and community.

As of January 1, 2024, the MCOM was expanded and reflects increased racial or ethnic diversity, with 25 percent identifying as racially or ethnically diverse as well as 17 percent gender diverse.

Assurant is an Equal Employment Opportunity employer and is committed to equal opportunities for our employees. All aspects of consideration for employment and continued employment with Assurant are governed on the basis of merit, competence, and qualifications without regard to age, ancestry, citizenship, color, creed, ethnicity, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, pregnancy, race, religion, sexual orientation, veteran status, personal appearance or other categories defined by federal, state, or local law.

## 2023 EEO-1 CONSOLIDATED REPORT

Below is Assurant’s Consolidated 2023 U.S. Employer Information Report (EEO-1 Report). The data presented reflects gender, race, and ethnicity by job category of our U.S.-based employees and reinforces our focus and commitment to DE&I throughout our organization.



### EQUAL EMPLOYMENT OPPORTUNITY 2023 EMPLOYER INFORMATION REPORT CONSOLIDATED REPORT

Job Categories	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive or Senior Level Officials and Managers	3	3	41	2	5	0	0	0	14	1	1	0	0	0	70
First or Mid Level Officials and Managers	126	143	542	67	83	3	1	29	445	142	42	1	1	15	1,640
Professionals	268	240	559	93	207	1	2	37	525	166	132	3	1	41	2,275
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	36	41	130	23	8	1	3	8	125	36	2	0	4	8	425
Administrative Support Workers	267	446	593	246	42	5	6	61	1,351	1,612	65	5	9	134	4,842
Craft Workers	76	231	116	49	44	0	1	10	214	78	71	0	4	17	911
Operatives	8	1	22	3	6	0	0	1	2	1	1	0	0	0	45
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>784</b>	<b>1,105</b>	<b>2,003</b>	<b>483</b>	<b>395</b>	<b>10</b>	<b>13</b>	<b>146</b>	<b>2,676</b>	<b>2,036</b>	<b>314</b>	<b>9</b>	<b>19</b>	<b>215</b>	<b>10,208</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>953</b>	<b>1,206</b>	<b>2,305</b>	<b>593</b>	<b>424</b>	<b>16</b>	<b>17</b>	<b>165</b>	<b>2,866</b>	<b>2,042</b>	<b>348</b>	<b>11</b>	<b>20</b>	<b>205</b>	<b>11,171</b>

