

2024 EEO-1 CONSOLIDATED REPORT



Sustainability Commitment

Assurant is a purpose-driven company that remains committed to integrating sustainability efforts into our long-term strategy. The company's Sustainability Vision is focused on three areas:

- **Connected Communities:** As a trusted and valued employer that is attuned to the needs of its workforce, we want an environment where all employees feel empowered and rewarded.
- **Respected Resources:** We seek to be the world's most impactful re-use and refurbishment solutions provider and partner of choice for mobile devices. We want to transform the way people think about re-use, refurbishment, and extending the life of electronics and appliances.
- **Protected Planet:** We will reduce our climate impact, support our clients in achieving their climate commitments, and create long-term value for our employees and other stakeholders.

We view these sustainability priorities as directly aligned with how we deliver for our employees and our clients and their end-consumers in support of Assurant's broader growth and innovation objectives. Our Board of Directors, Management Committee, and global workforce understand the importance of our sustainability and inclusion initiatives in supporting the successful execution of our strategy.

Annually, we track our progress and report on key metrics related to our sustainability focus areas. Additional information on our progress can be found in our 2025 Sustainability Report.

Talent & Inclusion:

A cornerstone of Assurant is the employees who bring our purpose, values, and commitments to life each day for the millions of customers we serve worldwide. We regularly evaluate our policies, practices, and programs to ensure we continue to attract, develop, and retain the best talent to support our strategy. This includes ongoing investments in competitive total rewards and wellbeing offerings, and providing programs for learning, development and engagement, while continuously enhancing the experience of our employees who are critical to our long-term success.

A key enabler of growth and innovation is rooted in our belief that inclusive teams deliver stronger performance. We are committed to fostering a sense of belonging at Assurant.

As outlined in our 2024 EEO-1 Consolidated Report, the size of our U.S. workforce remained relatively consistent in 2024 with the prior year period. As of December 2024, our total U.S. workforce increased modestly, by approximately one percentage point, year-over-year, with 63 percent identifying as female and 56 percent identifying as racially or ethnically diverse.

2024 EEO-1 CONSOLIDATED REPORT

Below is Assurant's Consolidated 2024 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.



EQUAL EMPLOYMENT OPPORTUNITY 2024 EMPLOYER INFORMATION REPORT CONSOLIDATED REPORT¹

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	2	4	46	2	4	0	0	2	14	1	2	0	0	0	77
First or Mid Level Officials and Managers	142	143	525	71	88	1	1	28	445	151	46	1	0	18	1,660
Professionals	249	247	560	102	236	0	1	34	526	168	141	3	1	39	2,307
Technicians	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
Sales Workers	32	41	126	20	8	1	2	6	132	41	2	0	3	10	424
Administrative Support Workers	278	465	575	285	46	5	7	56	1,369	1,829	58	6	14	159	5,152
Craft Workers	63	206	82	39	43	0	1	7	104	57	62	1	3	8	676
Operatives	13	2	18	4	10	0	0	2	2	0	0	0	0	0	51
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
CURRENT 2024 REPORTING YEAR TOTAL	779	1,108	1,933	524	435	7	12	135	2,592	2,247	311	11	21	234	10,349
PRIOR 2023 REPORTING YEAR TOTAL	784	1,105	2,003	483	395	10	13	146	2,676	2,036	314	9	19	215	10,208

1. EEO-1 data is as of December 15, 2024