

2023 Sustainability Report Highlights



Assurant is committed to operating sustainably to support our long-term success and our ability to create a positive impact for our stakeholders. As part of our long-term strategic planning process, we prioritized three environmental, social, and governance areas of strategic focus: **talent**, **products**, and **climate**.

TALENT: We aspire to foster a diverse, equitable, and inclusive culture to drive innovation for the benefit of all stakeholders.

- **Reinforce company culture** — refreshed the key tenets of our culture to foster a greater understanding of our renewed purpose and why the work we do each day matters to the stakeholders we serve
- **Ongoing employee listening and feedback** — to ensure our **Total Rewards** remain competitive, conducted employee focus groups that drove health care plan changes to meet the needs of our diverse workforce
- **Commitment to diversity and inclusion** — launched four Employee Resource Groups to foster an inclusive environment, including **Veterans@Assurant**, **Mosaic@Assurant**, **Women@Assurant**, and **Pride@Assurant**
- **Investing in our people and our communities** — implemented key initiatives to increase adoption of new technology and processes providing both learning tools and change support, furthering our digital-first mindset; Assurant's spend directly with diverse-owned and small businesses (Tier 1) increased to roughly **\$100M** in 2022, surpassing our original goal to double 2020 spend by 2025

PRODUCTS: We aspire to help customers thrive in the Connected World.

- Continued the global rollout of an electric vehicle- (EV) and hybrid vehicle-specific protection product, which is now available to sell in **12 countries** worldwide
- In 2022, Assurant, in partnership with our mobile clients, repurposed and extended the useful life of over **22 million devices**, which equates to:
 - Diverting over **4,000 metric tons of electronic waste** from landfills
 - Avoiding approximately **1.2M metric tons of CO2 emissions**
- Building upon our previous digital platforms, in 2022, we launched **Assurant Product Experience Exchange (APEX)** which provides our mobile, retail, housing, and automotive businesses clients with flexible point-of-purchase insurance, protection programs, support, and services offerings in their omnichannel customer experience

CLIMATE: We aspire to operate in ways that minimize our carbon footprint and align our commitments to enhance climate action and environmental performance

- **Reduce GHG emissions by 40% by 2030** — announced initial science-based aligned GHG reduction target with a commitment to reduce our enterprise-wide Scope 1 & 2 GHG emissions by 40% by 2030, from a 2021 baseline
- Implemented our first enterprise **Climate Action Policy**, formalizing **our commitments to operating sustainably to deliver long-term value**
- Continued ESG disclosure transparency practices through our annual **Task Force on Climate-Related Financial Disclosures (TCFD)** and **Sustainability Accounting Standards Board (SASB)** reporting

Assurant's Sustainability Strategic Framework

Our sustainability strategic framework includes being a responsible employer that values diversity, equity, and inclusion; investing in talent; having a meaningful impact on society by strengthening communities and investing sustainably; anticipating and meeting our customer commitments and the needs of the people we serve; and adhering to unwavering standards of integrity and ethics.



Responsible Employer

We are a responsible employer with a culture that values diversity, equity, and inclusion while recognizing the importance of investing in employee talent.



Impact on Society

We actively engage to strengthen the communities where we live and work while managing our investments with meaningful environmental commitments.



Customer Commitment

We deliver differentiated experiences by being customer-centric and anticipating the needs of the people we serve.



Integrity and Ethics

We adhere to unwavering standards of integrity, ethics, governance, privacy, and information security.



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