

# ESG DATA

		2023	2022	2021	2020	2019	2018
<b>ENVIRONMENTAL</b>							
Air Emissions*	Total GHG Emissions [Scope 1, 2 (location-based), and 3 (business travel)]	-	-	97,254	106,490	134,950	142,117
	GHG Scope 1	-	-	20,932	20,849	39,230	45,966
	GHG Scope 2 (Location-Based)	-	-	69,332	77,818	86,863	82,887
	GHG Scope 2 (Market-Based)	-	-	54,543	59,274	74,230	76,636
	GHG Scope 3 - Business Travel	-	-	6,990	7,823	8,857	13,264
	Emissions Reduction Initiatives (y/n)	-	Y	Y	Y	Y	Y
Climate	Climate Change Opportunities Discussed (y/n)	-	Y	Y	Y	N	N
	Risks of Climate Change Discussed (y/n)	-	Y	Y	Y	Y	Y
	Climate Change Policy (y/n)	-	Y	Y	Y	Y	Y
	New Products - Climate Change (y/n)	-	N	Y	Y	N	N
	CDP Carbon Disclosure (y/n)	-	Y	Y	Y	Y	Y
Energy	Renewable Electricity Target Policy	-	Y	Y	N	N	N
	Energy Efficiency Policy	-	Y	Y	Y	Y	Y
Waste	Waste Reduction Policy (y/n)	-	Y	Y	Y	Y	Y
General Environmental	Environmental Supply Chain Management	-	Y	Y	Y	Y	Y
	Green Building Policy	-	Y	Y	Y	Y	Y
	Sustainable Packaging	-	N	N	N	N	N
	Environmental Quality Management Policy	-	N	N	N	N	N
	Biodiversity Policy	-	N	N	N	N	N
	Verification Type	-	N	N	N	N	N
<b>SOCIAL</b>							
	Health and Safety Policy (y/n)		Y	Y	Y	Y	Y
Employment	Number of Global FTEs	-	54,000	54,300	41,860	45,780	45,700
	% actively engaged employees**	-	82 %	83 %	84 %	84 %	84 %
	% Women in Workforce	-	See Workforce Composition data				
	% Women in Management	-					
	% Minorities in Workforce	-					
	% Minorities in Management	-					
Human Rights	Social Supply Chain Management (y/n)	-	Y	Y	Y	Y	Y
	Sustainable Supplier Guidelines Encompassing ESG Areas that are Publicly Disclosed (y/n)	-	Y	Y	Y	Y	Y
	Fair Remuneration Policy (y/n)	-	N	N	N	N	N
	Training Policy (y/n)	-	Y	Y	Y	Y	Y
	Employee CSR Training (y/n)	-	N	N	N	N	N
	Equal Opportunity Policy (y/n)	-	Y	Y	Y	Y	Y
	Human Rights Policy (y/n)	-	Y	Y	N	N	N
Policy Against Child Labor (y/n)	-	N	Y	N	N	N	
Ethics	Business Ethics Policy (y/n)	-	Y	Y	Y	Y	Y
	Anti-Bribery Ethics Policy (y/n)	-	Y	Y	Y	Y	Y
	Employee Protection/Whistle Blower Policy (y/n)	-	Y	Y	Y	Y	Y

	UN Global Compact Signatory (y/n)	-	N	N	N	N	N
	PRI Signatory	-	N	N	N	N	N
GOVERNANCE							
Board	Size of the Board		11	12	11	10	10
	Classified Board System		N	N	N	N	N
	Board Average Age		63	63	63	62	61
	Mandatory Retirement Age		Y	Y	Y	Y	Y
	Annual Election of Directors		Y	Y	Y	Y	Y
	Average Director Tenure		8.1	7.0	6.8	6.5	6.0
Board Independence	Number of Independent Directors		10	11	10	9	9
	Percent of Directors Who Are Independent		91.0%	92.0%	91.0%	90.0%	90.0%
	Independent Chairperson		N	N	N	N	N
	Independent Lead Director		Y	Y	Y	Y	Y
Board Diversity	Number of Women on Board		3	3	3	3	3
	Percent of Directors Who Are Women		27.0%	25.0%	27.0%	30.0%	30.0%
	Lead Director and Committee Chairs (Independent Director Only)		5	5	5	5	5
	Number of Ethnic/Gender Diverse in Board Leadership Positions		3	3	4	4	4
	Number of Diverse Board Members by Ethnicity or Gender		6	6	5	5	5
Executive Diversity	Number of Executive Officers		16	13	13	13	12
	Number of Female Executive Officers		2	3	4	3	3
	Percent of Executive Officers Who Are Female		13.0%	23.0%	31.0%	23.0%	25.0%
Board Committees	Number of Board Meetings		10	10	6	7	3
	Board Meeting Attendance Percentage		99.0%	99.0%	99.0%	99.0%	100.0%
	Number of Directors Attending Less than 75% of Meetings		0	0	0	0	0
Audit Committee	Size of Audit Committee		4	4	4	4	4
	Percent of Directors on Audit Committee Who Are Independent		100%	100%	100%	100%	100%
	Number of Audit Committee Meetings		9	9	10	9	5
Compensation Committee	Size of Compensation and Human Capital Committee		5	5	4	4	4
	Percent of Directors on Compensation and Human Capital Committee Who Are Independent		100%	100%	100%	100%	100%
	Number of Compensation and Human Capital Committee Meetings		8	8	7	7	4
	Outside Compensation Advisors Appointed		Y	Y	Y	Y	Y
Nomination Committee	Size of Nominating, Governance and Social Responsibility Committee		5	4	5	4	4
	Percent of Directors on Nominating, Governance and Social Responsibility Committee Who Are Independent		100%	100%	100%	100%	100%
	Number of Nominating, Governance and Social Responsibility Committee Meetings		5	5	5	5	3
Executive Compensation	Clawback Provision for Executive Compensation		Y	Y	Y	Y	Y
	Change of Control Benefits/Double-Trigger		Y	Y	Y	Y	Y
	President and Executive Vice Presidents Stock Ownership Guidelines		Y	Y	Y	Y	Y
	President and Executive Vice Presidents Stock Ownership Multiple of Base Salary		4	3	3	3	3
	CEO Stock Ownership Guidelines		Y	Y	Y	Y	Y
	CEO Stock Ownership Multiple of Base Salary		8	6	6	6	6
	Director Stock Ownership Guidelines		Y	Y	Y	Y	Y
	Director Stock Ownership Multiple of Annual Retainer		6	5	5	5	5
	Ownership Percentage Required to Call a Special Meeting		10.0%	10.0%	10.0%	10.0%	10.0%
	Ownership Percentage Required to Request Action by Written Consent		10.0%	10.0%	10.0%	10.0%	10.0%
	Majority Vote Standard in Uncontested Director Elections		Y	Y	Y	Y	Y

Stockholder Rights	Supermajority Voting Provisions		N	N	N	N	N
	Confidential Voting		Y	Y	Y	Y	Y
	Poison Pill Plan		N	N	N	N	N
	Proxy Access Provision		Y	Y	Y	Y	Y
	Dual Class Unequal Voting Rights - Common Shares		N	N	N	N	N
AGM Voting Results	Average Director Support Level		96.%	96.%	97.%	97.%	98.%
	Frequency of Say on Pay Votes		1	1	1	1	1
	Say on Pay Support Level		88.%	88.%	92.%	89.%	93.%
	Ratification of Independent Auditor Support Level		92.%	93.%	94.%	95.%	97.%
	Years Independent Auditor Employed		30	29	28	27	26
GRI	GRI Criteria Compliance		Y	Y	Y	Y	Y

*\*Air emissions data via Allstate's public CDP reporting. Allstate's 2022 air emissions data can be accessed when 2023 CDP reports are published via CDP.net.*

*\*\* In 2022, Allstate and its family of companies all received the Inspire Survey, with National General employees being invited to respond to the Inspire Survey for the first time .*

# WORKFORCE COMPOSITION

## New Hires

	2022	2021	2020	2019	2018
<b>Generation</b>					
Silents (1925-1945)	1.20%	0.5%	-%	-%	-%
Early Boomers (1946-	0.40%	0.3%	0.4%	0.4%	0.5%
Late Boomers (1955-	3.90%	3.1%	4.2%	4.4%	5.0%
Generation X (1964-	20.70%	18.3%	17.9%	20.0%	22.9%
Generation Y (1979-	52.60%	55.9%	51.8%	54.5%	58.1%
Generation Z (From	21.10%	21.6%	25.4%	20.7%	13.5%
<b>Gender</b>					
Male	59.2%	36.3%	44.6%	44.2%	46.8%
Female	36.6%	63.1%	55.3%	55.8%	53.2%
Undeclared	4.3%	0.6%	0.2%		
<b>Minority Groups*</b>					
White	42.50%	36.8%	41.8%	47.0%	52.8%
Black or African	31.10%	39.2%	30.2%	27.4%	23.9%
Hispanic or Latino	12.20%	13.3%	17.1%	13.9%	12.0%
Asian	4.20%	3.8%	6.0%	6.9%	7.2%
American	0.50%	0.4%	0.4%	0.3%	0.4%
Native Hawaiian or	0.20%	0.2%	0.2%	0.3%	0.2%
Two or more Races	4.40%	4.7%	4.1%	4.2%	3.6%
Undeclared	5.20%	1.5%	0.2%		

## Total/Exempt/Non-Exempt by Gender & Race

Gender					
<b>Total</b>					
Female	57.70%	57.1%	55.20%	55.6%	56.0%
Male	42.20%	42.9%	45.80%	44.4%	44.0%
Undeclared	0.10%	0.1%		0.08%	
<b>Exempt</b>					
Female	49.90%	48.0%	47.4%	47.7%	47.9%
Male	50.10%	52.0%	52.6%	52.3%	52.1%
Undeclared	-%	-%		0.03%	
<b>Non-Exempt</b>					
Female	73.10%	59.4%	72.3%	72.2%	76.4%
Male	26.80%	40.6%	27.7%	27.8%	23.6%
Undeclared	0.10%	-%		0.03%	
Race					
<b>Total</b>					
African American	20.50%	20.3%	17.5%	17.7%	17.1%
Native American	0.40%	0.4%	0.3%	0.3%	0.4%
Asian	5.50%	5.6%	6.2%	5.7%	5.6%
Hispanic	12.30%	12.3%	11.3%	11.1%	10.9%
Native Hawaiian or Two or More Races	0.20%	0.2%	0.2%	0.2%	0.2%
White	2.90%	2.8%	2.4%	2.3%	2.1%
White	57.90%	58.4%	61.5%	62.1%	63.8%
Undeclared	0.40%	-%	0.4%	1.1%	
<b>Exempt</b>					
African American	14.70%	14.2%	13.0%	13.0%	13.1%
Native American	0.30%	0.4%	0.3%	0.3%	0.3%
Asian	7.20%	7.7%	8.0%	7.3%	6.9%
Hispanic	10.20%	9.3%	8.8%	8.4%	8.7%
Native Hawaiian or Two or More Races	0.20%	0.2%	0.2%	0.2%	0.1%
Two or More Races	2.40%	2.2%	2.0%	1.9%	1.9%

White	64.60%	65.5%	67.2%	68.4%	68.9%
Undeclared	0.40%	0.5%	0.4%	0.5%	-
<b>Non-Exempt</b>					
African American	31.90%	35.1%	27.7%	27.4%	27.1%
Native American	0.50%	0.4%	0.4%	0.4%	0.4%
Asian	2.20%	2.0%	2.3%	2.4%	2.3%
Hispanic	16.40%	16.2%	16.9%	16.8%	16.3%
Native Hawaiian or Two or More Races	0.30%	0.2%	0.2%	0.3%	0.3%
White	3.80%	4.1%	3.3%	3.1%	2.7%
White	44.60%	41.4%	48.8%	49.0%	50.9%
Undeclared	0.40%	0.6%	0.4%	0.5%	-

## Total & Voluntary Turnover

<b>Overall</b>					
Termination Rate	30.60%	28.3%	23.5%	18.5%	15.4%
Voluntary Termination	25.30%	23.1%	12.9%	14.1%	12.8%
<b>Race</b>					
<b>Termination Rate</b>					
Minority	39.00%	34.0%	27.8%	22.7%	18.3%
Non-Minority	24.20%	24.0%	20.8%	15.3%	13.6%
Undeclared	61.60%				
<b>Voluntary Termination</b>					
Minority	31.20%	28.8%	16.0%	17.4%	14.5%
Non-Minority	20.70%	18.9%	11.0%	12.1%	11.8%
Undeclared	56.00%				
<b>Gender</b>					
<b>Termination Rate</b>					
Male	28.70%	27.6%	22.1%	17.7%	15.7%
Female	31.80%	28.5%	24.6%	18.5%	15.1%
Undeclared	114.60%				
<b>Voluntary Termination</b>					
Male	23.40%	22.2%	12.5%	14.3%	13.1%

Female	26.50%	23.6%	13.2%	14.0%	12.6%
Undeclared	107.0%				
<b>Generation</b>					
<b>Termination Rate</b>					
Silents (1925-1945)	56.0%	81.3%	45.1%	29.2%	19.0%
Early Boomers (1946-	40.6%	47.1%	44.5%	31.4%	34.7%
Late Boomers (1955-	27.7%	29.4%	24.7%	13.6%	13.3%
Generation X (1964-	18.6%	17.0%	17.0%	12.2%	9.5%
Generation Y (1979-	34.0%	30.8%	24.5%	22.3%	18.8%
Generation Z (From	61.5%	59.4%	46.2%	40.9%	44.1%
<b>Voluntary Termination</b>					
Silents (1925-1945)	50.0%	79.7%	6.40%	21.2%	16.9%
Early Boomers (1946-	29.2%	33.3%	25.00%	25.1%	31.5%
Late Boomers (1955-	23.4%	19.4%	8.80%	9.8%	11.3%
Generation X (1964-	15.1%	12.6%	6.60%	8.1%	6.8%
Generation Y (1979-	28.3%	27.1%	15.60%	18.5%	16.3%
Generation Z (From	50.3%	52.8%	39.10%	35.8%	39.5%

## Management Type by Gender & Race

<b>Gender</b>					
<b>OFFICER</b>					
Female	30.16%	29.9%	31.4%	30.2%	30.3%
Male	69.84%	70.1%	68.6%	69.8%	69.7%
<b>MID LEVEL LEADER</b>					
<b>Managers of managers (ex: Senior Managers,</b>					
Female	39.32%	40.9%	40.7%	41.0%	40.6%
Male	60.66%	59.1%	59.3%	59.0%	59.4%
Undeclared	0.02%				
<b>FIRST LEVEL LEADER</b>					
<b>Managers of individual contributors</b>					
Female	51.40%	50.3%	49.5%	49.3%	49.6%
Male	48.60%	49.7%	50.5%	50.7%	50.4%

<b>TEAM MEMBER</b>						
Female	52.18%	49.7%	48.6%	49.2%	49.2%	
Male	47.78%	50.1%	51.4%	50.8%	50.8%	
Undeclared	0.07%					
<b>TEAM MEMBER NON</b>						
Female	74.35%	59.4%	74.2%	75.5%	76.4%	
Male	25.52%	40.6%	25.8%	24.5%	23.6%	
Undeclared	0.13%					
<b>Race</b>						
<b>OFFICER</b>						
African American	6.30%	6.2%	4.9%	3.5%	3.0%	
Native American	-%	-%		0.5%	0.5%	
Asian	10.10%	8.5%	4.9%	4.5%	4.5%	
Hispanic	3.20%	2.3%	2.7%	2.5%	1.5%	
Two or More Races	0.50%	0.6%	1.1%	1.0%	1.5%	
White	79.90%	82.5%	85.9%	87.6%	88.6%	
Undeclared	-%	-%	0.5%	0.5%	-	
<b>MID LEVEL LEADER</b>						
<b>Managers of managers (ex: Senior Managers,</b>						
African American	5.70%	5.2%	5.3%	5.8%	6.0%	
Native American	0.20%	0.1%	0.1%	0.2%	0.3%	
Asian	12.70%	13.6%	12.4%	10.6%	9.7%	
Hispanic	5.80%	5.2%	5.2%	5.0%	4.4%	
Native Hawaiian or	0.20%	0.2%	0.2%	0.1%	0.1%	
Two or More Races	1.70%	1.4%	1.3%	1.2%	1.0%	
White	73.40%	74.0%	75.2%	76.9%	78.3%	
Undeclared	0.30%	0.3%	0.2%	0.3%	-	
<b>FIRST LEVEL LEADER</b>						
<b>Managers of individual contributors</b>						
African American	13.20%	14.7%	13.6%	14.1%	13.8%	
Native American	0.60%	0.6%	0.4%	0.3%	0.4%	
Asian	3.20%	3.0%	3.1%	3.1%	3.4%	
Hispanic	12.10%	10.9%	10.6%	10.5%	9.8%	
Native Hawaiian or	-%	-%	0.1%	0.1%	0.2%	



Two or More Races	2.30%	1.9%	1.7%	1.6%	1.7%
White	68.40%	68.7%	70.5%	70.2%	70.6%
Undeclared	0.20%	0.2%	0.1%	0.2%	-
<b>TEAM MEMBER</b>					
African American	17.30%	16.7%	14.9%	15.2%	14.5%
Native American	0.30%	0.4%	0.4%	0.3%	0.3%
Asian	6.50%	6.9%	7.7%	7.0%	6.9%
Hispanic	11.40%	10.6%	9.9%	9.6%	9.5%
Native Hawaiian or	0.20%	0.2%	0.2%	0.2%	0.2%
Two or More Races	2.70%	2.6%	2.3%	2.2%	2.1%
White	61.20%	62.0%	64.3%	64.8%	65.9%
Undeclared	0.50%	0.7%	0.5%	0.7%	-
<b>TEAM MEMBER NON</b>					
African American	32.20%	23.4%	28.2%	28.2%	27.1%
Native American	0.50%	0.4%	0.4%	0.4%	0.4%
Asian	2.10%	5.5%	2.0%	2.1%	2.3%
Hispanic	16.00%	12.4%	16.7%	16.7%	16.3%
Native Hawaiian or	0.30%	0.2%	0.2%	0.3%	0.3%
Two or More Races	3.60%	3.1%	3.4%	3.1%	2.7%
White	44.80%	55.0%	48.6%	48.7%	50.1%
Undeclared	0.40%	-%	0.4%	0.5%	-

*NOTE: These figures represent U.S. employees only. Beginning in 2022, the figures represent Allstate and National General employees. Prior to 2022, the figures represent Allstate employees only.*