

# APPENDIX A

## ESG SNAPSHOT

This ESG Snapshot includes metrics for the entire company, including all of its business operations as a whole.

		2019	2018	2017
<b>ECONOMIC</b>				
Financial Performance	Total Revenues (millions)	\$2,052.5	\$1,899.8	\$1,689.1
	Net Income (millions)	\$366.4	\$324.1	\$350.3
	Diluted Earnings Per Share	\$8.62	\$7.33	\$7.61
	Dividends Declared Per Share	\$1.36	\$1.00	\$0.78
	Total Assets (millions)	\$13,688	\$12,595	\$12,461
	Net Operating Income Return on Adjusted Stockholders' Equity (ROAE)	23.5%	22.8%	20.6%
	Net Investment Income (millions)	\$94.1	\$81.4	\$79.0
Life Insurance	Number of Policies Issued	287,809	301,589	312,799
	Face Amount Issued (billions)	\$93.9	\$95.2	\$95.6
	Number of Policies in Force	2,641,483	2,606,825	2,560,334
	Term Life Insurance Face Amount in Force (billions)	\$808.3	\$781.0	\$763.8
Investments	Total Investment Sales (billions)	\$7.5	\$7.0	\$6.2
	Client Asset Values at Year End (billions)	\$70.5	\$57.7	\$61.2
<b>SOCIAL</b>				
Workforce Data	Total Headcount	2,175	2,166	2,104
	Percent Women in Workforce	64%	65%	66%
	Percent Women Officers	48%	52%	51%
	Employee Retention Rate	90%	91%	90%
	Average Tenure of Senior Leadership Team <sup>1</sup>	30.5	30	31
Sales Force Data	Size of Life-Insurance Licensed Sales Force (end of period)	130,522	130,736	126,121
	Number of New Recruits	282,207	290,886	303,867
	Number of Newly Life-Insurance Licensed Representatives	44,739	48,041	48,535
	Percent Women Life-Insurance Licensed Sales Force	53%	52%	51%
	Percent Women Recruits	55%	54%	54%
	Percent Women Newly Life-Insurance Licensed	57%	56%	55%
Supplier Management and Diversity	Supplier Management Policy (y/n)	Y	Y	Y
Human Rights	Equal Employment Opportunity Policy – Standalone (y/n)	Y	Y	N
Ethics	Anti-Bribery & Anti-Corruption Policy (y/n)	Y	Y	Y
	Code of Business Conduct (y/n)	Y	Y	Y
	Whistleblowing and Non-Retaliation Policy (y/n)	Y	Y	Y
Community	Corporate Charitable Contributions	\$2,091,376 <sup>2</sup>	\$2,150,069	\$1,560,763

<sup>1</sup> Year-end average tenure of our senior leaders as found in our proxy statement for the Annual Meeting of Stockholders for the stated year.

		2019	2018	2017
<b>GOVERNANCE<sup>1</sup></b>				
Board Composition & Independence	Size of the Board (Number of Nominees Elected at the Annual Meeting)	10 <sup>2</sup>	10 <sup>2</sup>	1 <sup>1</sup>
	Board Average Age	62.1 <sup>2</sup>	62	59.8
	Mandatory Retirement Age (y/n)	Y	Y	Y
	Average Director Tenure	6.7	6.8	6
	Independence of Committees (Other than Executive Committee (y/n)	Y	Y	Y
	Independent Chairman (y/n)	N	N	N
	Independent Lead Director (y/n)	Y	Y	Y
Board Diversity	Number of Women on the Board	3	3	3
	Percent of Directors Who Are Women	30% <sup>2</sup>	30%	27%
	Number of Directors with Racial/Ethnic Diversity	2 <sup>2</sup>	2 <sup>2</sup>	3
	Percent of Directors with Racial/Ethnic Diversity	20% <sup>2</sup>	20% <sup>2</sup>	27%
Board and Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	27	24	39
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year	0	0	0
	Executive Session (y/n)	Y	Y	Y
Stockholder Rights	Annual Election of Directors (y/n)	Y	Y	Y
	Majority Voting Standard for Director Elections (y/n)	Y	Y	Y
	Single Voting Class (y/n)	Y	Y	Y
	Proxy Access (y/n)	Y	Y	N
	Poison Pill (y/n)	N	N	N
Executive Compensation	CEO Pay Ratio	93:1	91:1	96:1
	Clawback Provision for Executive Compensation (y/n)	Y	Y	Y
	Single-Triger Vesting Upon Change in Control (y/n)	Y	Y	Y
	CEO Stock Ownership Guidelines (y/n)	Y	Y	Y
	CEO Stock Ownership Multiple of Base Salary	5	5	5
	Senior Executive Member Stock Ownership Guidelines (y/n)	Y	Y	Y
	Senior Executive Member Stock Ownership Multiple of Base Salary	2.5-3.5	2.5-3.5	2.5-3.5
	Director Stock Ownership Guidelines (y/n)	Y	Y	Y
	Director Stock Ownership Multiple of Annual Cash Retainer	5	5	4
<b>ENVIRONMENTAL</b>				
Climate	Material Climate Risks (y/n)	N	N	N
	CDP Carbon Disclosure (y/n)	N	N	N
GHG Emissions	Material GHG Emissions (y/n)	N	N	N
	Emissions Reduction Initiatives (y/n)	N	N	N
<b>SUSTAINABILITY DISCLOSURES</b>				
Disclosure Frameworks	SASB Disclosure (y/n)	Y	Y	N
	GRI Criteria Compliance (y/n)	N	N	N
	TCFD Disclosure (y/n)	N	N	N

<sup>2</sup> As of the conclusion of the Annual Meeting of Stockholders for the stated year, unless otherwise indicated. As of October 1, 2019, the size of the Board increased to 11 directors, the average age of Board members was 61.8, and women and Board members with racial/ethnic diversity totaled 3 directors representing 27.3% of the Board.

