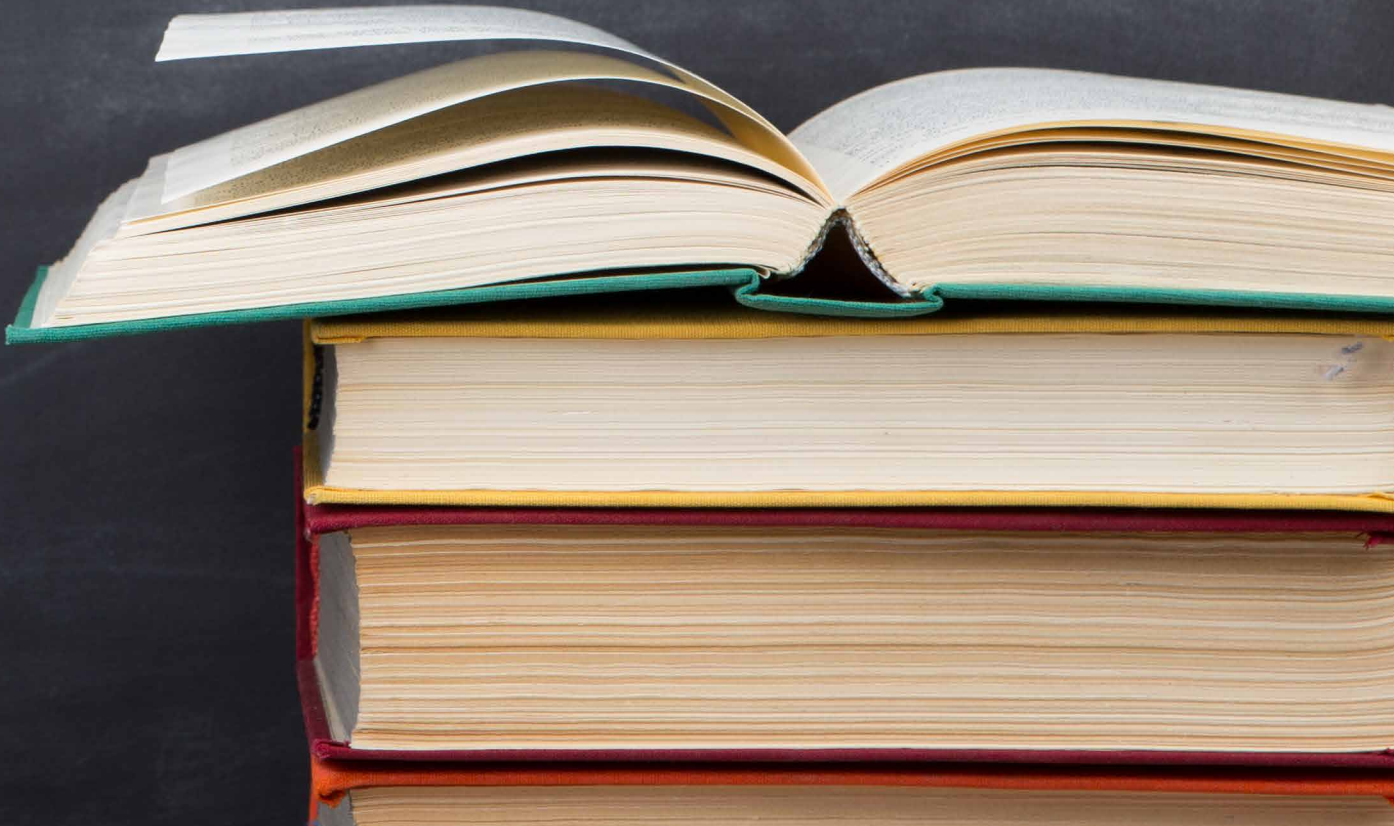


Horace Mann Educators Corporation

Corporate Social Responsibility Insights





Our Commitment to Shareholders

If 2020 taught us anything, I think it's about the value of community. Being physically apart from people – at home, at work, at school or in our neighborhoods – has caused a lot of loneliness. As the lines between home life, work life and school life blurred, it underscored just how much we depend on each other to survive – and thrive.

We're all in this together.

As a company dedicated to serving educators for more than 75 years, we talk a lot about our commitment to our educator customers. In the past year, that respect and admiration has only grown as educators worked diligently to reach and engage every student through an environment of constant change. To see these professionals continue to go above and beyond for our children while dealing with the impact of the pandemic on their own families and lives is deeply inspirational.

We strive to provide value to the educational community by helping educators achieve lifelong financial success through our products and services, but we're driven to do more. We honor their dedication to America's children by providing resources to address student and classroom needs. We have

undertaken a multi-year strategic plan to enhance our product offerings, strengthen our distribution and modernize our infrastructure in order to serve more educators.

We have a responsibility to the people who invest time, money and passion to join us as we strive to achieve this mission:

- Our employees: To be successful as a company, we need the help of engaged, committed employees. We provide a total rewards package that includes competitive compensation and benefits, and invest in professional development. We strive to nurture an inclusive corporate culture where every employee feels heard, respected and appreciated, and has the opportunity to reach their full potential.
- Our agents and vendor partners: We commit to business operations guided by expectations of fairness and ethical behavior, and we expect the same of our agents and others who help us deliver products and services to our customers.
- Our shareholders: We focus on creating long-term shareholder value for our company's investors who believe in our ability to do so.

Finally, we have a responsibility to contribute to building vibrant, inclusive communities where current and future employees want to live and work. We support organizations in our communities that are working to improve the quality of life for residents, as well as those providing additional opportunities for people to learn and grow.

At the heart of our communities are our schools and our educators. In-person or online, every day they are working to make sure every student has the opportunity to reach their full potential. And that's something we all support.

Sincerely,



Marita Zuraitis

Horace Mann President and CEO





CSR reporting includes:

- Board of Directors Environmental Statement
- Energy-saving initiatives progress

csr.horacemann.com/environment

Environment

Reducing Our Environmental Footprint

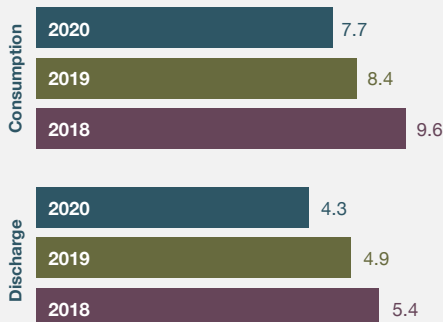
Electricity Usage from Utilities

kWh in millions

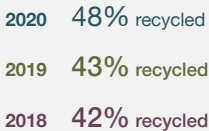


Water Usage

thousands of gallons per employee



Waste Diversion



* Data from Springfield, Ill., headquarters location

Environmental Stewardship

As environmental stewards, it is our responsibility to maintain and communicate comprehensive policies, programs, procedures and guidelines to govern all business activities and guide employees, while also closely monitoring and addressing those environmental risks that may arise. As such, we assess ways to enhance our transparency through our routine systems for measuring, monitoring and reporting our environmental performance, including monitoring waste reduction, reviewing legal requirements and ongoing office evaluations.

In 2020, we saw substantial improvements in our environmental efforts due in part to many of our employees transitioning to remote work. However, improvements in these environmental metrics have been advanced by our various initiatives, including those to reduce energy usage.

Managing Climate Risk

Climate change is an important issue for the insurance industry and is top-of-mind for Horace Mann. As an insurer, investor, employer and corporate citizen, we recognize climate change as a growing concern, and continually work to better understand and manage climate risks that directly affect our customers, insurance products and portfolio of investments.

Our Board of Directors oversees our Enterprise Risk Management Committee's risk assessments and risk mitigation strategies, including recommended actions to address climate change risks. We believe climate change risks must be understood, modeled and priced into our insurance products and services.



CSR reporting includes:

- ESG Investment Policy
- Keep Kids Learning partnership with DonorsChoose
- Honoring teaching excellence

csr.horacemann.com/social-responsibility

Social Responsibility

Supporting Employees

Horace Mann’s mission of helping educators achieve lifelong financial success resonates strongly with the company’s nearly 1,500 employees. In a 2019 survey, almost 90% of employees and agents said serving educators is an important reason why they work at Horace Mann. In interactions with customers, each other and all stakeholders, we aim to reflect the core values at the heart of who we are: compassionate, trustworthy, straightforward, approachable, respectful, and knowledgeable. We believe that an engaged employee base is critical to deliver on our commitment to educators and achieve our business objectives.

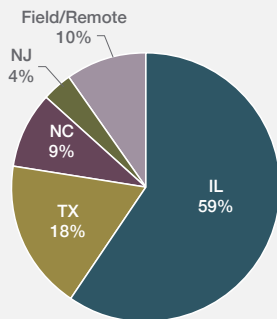
Diversity, Equity and Inclusion

At Horace Mann, we have long strived to foster an inclusive culture in which individual differences are recognized, respected and appreciated.

In 2020, we established an employee Diversity, Equity and Inclusion (DEI) Council to help guide company initiatives and identify areas for focus. We also began a roll out of refreshed unconscious bias training to all company leaders, starting with the Board of Directors, senior staff and DEI Council members. Additionally, for the third year in a row, Horace Mann was named to the Bloomberg Gender-Equality Index, which recognizes corporate commitment to transparency in gender reporting and advancing women’s equality.

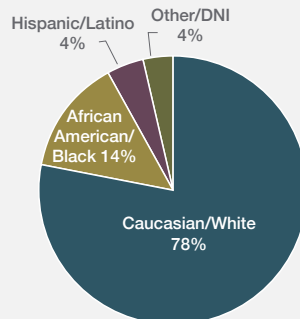


Employee Breakdown by Location



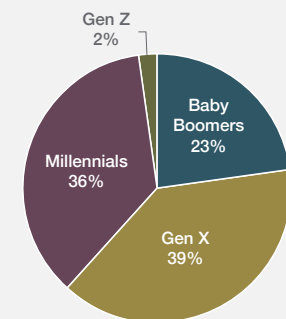
Location	Employees
Springfield, IL	890
Irving/Addison, TX	267
Raleigh, NC	135
Cherry Hill, NJ	54
Field/Remote	144

Employee Breakdown by Ethnicity



Ethnicity	Employees
Caucasian/White	1167
African American/Black	207
Hispanic/Latino	64
Other/DNI	52

Employee Breakdown by Generation



Generation	Employees
Baby Boomers (born 1946–1964)	340
Gen X (born 1965–1980)	582
Millennials (born 1981–1996)	539
Gen Z (born 1997–2012)	29

Supporting Communities

Horace Mann's employees are concentrated in four geographic markets: Springfield, Ill.; greater Dallas; greater Raleigh, N.C.; and Cherry Hill, N.J. We believe it is important to support organizations that contribute to making each area a place where current and future employees want to live and work. Reflecting our values as an organization, we give preference to community projects that involve education or promote diversity and inclusion.

In 2020, Horace Mann directed about \$450,000 to the communities in which we live and work. That giving included more than \$300,000 for projects targeting pandemic relief efforts, one of the most significant disruptors of our communities in our country's history.

Horace Mann, in partnership with the Federal Home Loan Bank of Chicago, provided more than \$100,000 to four

Springfield organizations focused on closing student opportunity gaps exacerbated by the COVID-19 pandemic.

The grants allowed the organizations to assist nearly 500 additional low-to-moderate income families with targeted educational support, like providing safe remote learning spaces with reliable Internet access, additional learning opportunities for students falling behind, and basic needs like food and housing assistance for families.

One of the most pressing needs was safe, supervised remote learning sites for children with working parents, which several of the organizations expanded under the grants. Other programs included social and emotional learning programs and enrichment activities for at-risk students, assistance with basic needs for families, and support for parents taking a more active role in their child's learning.



Horace Mann distributed \$100,000 to address Springfield, Ill. educational equity gaps exacerbated by the COVID-19 pandemic. The Boys and Girls Clubs of Central Illinois used the funds to provide safe learning sites with reliable Internet access for students who might otherwise be home alone during the day.

Supporting Educators

To honor the dedication of America's educators to our children, Horace Mann Educators Corporation formed the Horace Mann Educators Foundation in late 2020 and funded it with an initial contribution of \$1 million. The Foundation's primary focus will be on providing resources for needs identified as critical to students' success by educators, schools or districts, as well as for solutions to systemic issues that are identified as roadblocks by educators.

Investing Responsibly

Prudent stewardship of Horace Mann's nearly \$7 billion investment portfolio is vital to ensure we meet our promises to policyholders, employees and other stakeholders.

All our primary asset managers are Principles for Responsible Investment signatories. We and nearly all our asset managers have fully integrated ESG risks and opportunities into the investment decision-making process across our entire portfolio. Incorporating ESG screens into our investment analysis and decision-making process is designed to minimize investment risks while surfacing investment opportunities that are consistent with Horace Mann's values, such as ethical

conduct. In addition, we prohibit investments in gun manufacturers, given the negative societal impact guns have in our K-12 education community.

Within our investment portfolio, we hold \$2.0 billion in responsible investments, up from \$1.9 billion in 2019. Responsible investments provide societal and environmental benefits, while also generating a long-term sustainable return to benefit all stakeholders. The major categories include green investments, infrastructure investments, impact investments and municipal bonds.





CSR reporting includes:

- ESG oversight and engagement
- Enterprise Risk Management program

csr.horacemann.com/governance

Governance

Corporate Governance

We follow corporate governance best practices:

- Independent board majority; CEO only non-independent director
- Separate CEO and Chairman
- Diversity of director expertise, including leadership, insurance operations, agency management, finance, education, marketing and technology
- Stock ownership requirement for directors and top executives
- Limited executive benefits and perquisites
- Clawback provision for both cash and equity awards
- No company stock hedging or pledging
- No excise tax gross-ups from a change in control
- No poison pill

Board Diversity

Horace Mann believes in the importance of having a diverse Board in terms of age, ethnicity, gender, tenure and professional experience. The Nominating & Governance Committee is responsible for annually reviewing skills and characteristics of new Board members and the

composition of the Board as a whole. This assessment includes consideration of experience, perspective, background, skill sets, age, ethnicity and gender makeup of the current Board, as well as candidates' individual qualities in leadership, character judgment and ethical standards.

Protecting Against Data Privacy Risks

We continually monitor data security and privacy trends and threats. We use this information to enhance our enterprise information security program, security operations center and vendor management program, which assesses third-party information security controls. Our responsible security practices are overseen by our Chief Information Security Officer and Information Security Council, who are responsible for information asset and technology protection, directing critical incident response planning and testing, and advising on information security initiatives, projects and policies. Employees are trained on information security policies, standards and the appropriate handling of customer data when hired as well as quarterly. Employees in high-risk roles receive additional advanced training.

Board of Directors Composition

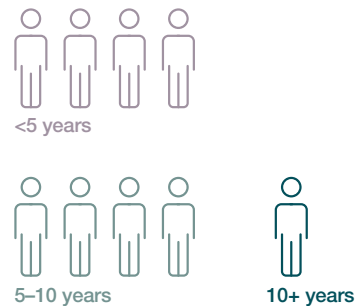
Gender Diversity



Ethnic Diversity



Tenure



Ethical Standards

All Horace Mann employees and the Board of Directors are expected to own their role in building an ethical culture and are responsible for ensuring compliance with our Code of Ethics and Code of Conduct.

The Code of Ethics outlines our expectations of fairness and transparency in how employees deal with our educator customers, other employees, shareholders, and suppliers. Our Code of Conduct further expounds upon our values of fairness, integrity, and inclusion by outlining our commitment to:

- Apply equal opportunity principles in recruiting, hiring, advancement, training, compensation and retention
- Treat employees and job applicants fairly and equitably
- Have a zero tolerance policy for harassment and discrimination; and evaluate people based on their qualifications, demonstrated skills and achievements rather than their race, creed, color, religion, gender, sexual orientation, gender identity, national or social origin, age, disability, pregnancy, genetic information, marital status, military status or veteran status

Our employees and Board of Directors are required to acknowledge their understanding of and compliance with the Code of Ethics and Code of Conduct annually. Should employees have any ethical concerns, Horace Mann has a Compliance and Ethics Hotline, administered by third party provider NAVEX Global, that enables employees to report their concerns while maintaining anonymity and confidentiality.

To read Horace Mann's full Corporate Responsibility reporting, including policy statements, reporting frameworks and news updates, visit csr.horacemann.com.



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