

SASB Index

Horace Mann reports to the Sustainability Accounting Standards Board (SASB) Standards as part of our efforts to disclose on the topics that are most material to our business. Given our role as a multiline insurance and financial services provider, we are reporting to the standards that most closely align to our businesses: Insurance and Asset Management & Custody Activities.

SASB Code	Accounting Metric	Category	Response/Location
TRANSPARENT INFORMATION AND FAIR ADVICE FOR CUSTOMERS			
FN-IN-270a.1 and FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product related information to new and returning customers	Quantitative	Material legal proceedings, other than ordinary routine litigation incidental to the business, are disclosed in our Forms 10-K and 10-Q.
FN-IN-270a.2	Complaints-to-claims ratio	Quantitative	As this is not a metric tracked by the National Association of Insurance Commissioners (NAIC), Horace Mann does not collect data for or report on this metric. Customer complaint data is generally available on the NAIC website .
FN-IN-270a.3	Customer retention rate	Quantitative	Q4 2024 Investor Supplement , page 8 & 9
FN-IN-270a.4 and FN-AC-270a.3	Description of approach to informing customers about products	Discussion and analysis	2024 10-K , Item 1
FN-AC-270a.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Quantitative	During 2024, Horace Mann had no covered employees (zero percent) with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings during the reporting period that were reportable on Form U4 in section 14, Form U5 in section 7, Form U6, Form BD, or Form BDW.
EMPLOYEE DIVERSITY AND INCLUSION			
FN-AC-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Quantitative	Supporting Employees
INCORPORATION OF ESG FACTORS IN INVESTMENT MANAGEMENT			
FN-IN-410a.1	Total invested assets, by industry and asset class	Quantitative	Q4 2024 Financial Supplement , page 17 Investing Responsibly
FN-IN-410a.2 and FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Discussion and analysis	Investing Responsibly Sustainable Investment Policy Investment and Finance Committee Charter

SASB Code	Accounting Metric	Category	Response/Location
FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	Quantitative	Investing Responsibly
FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	Discussion and analysis	Investing Responsibly

POLICIES DESIGNED TO INCENTIVIZE RESPONSIBLE BEHAVIOR

FN-IN-410b.1	Net premiums written related to energy efficiency and low carbon technology	Quantitative	Horace Mann does not market commercial insurance products and therefore does not capture premium data based on energy efficiency and low carbon technology.
FN-IN-410b.2	Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors	Discussion and analysis	Supporting Educators Educator Advantage

ENVIRONMENTAL RISK EXPOSURE

FN-IN-450a.1	Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes	Quantitative	Q4 2024 Investor Presentation , Page 26
FN-IN-450a.2	Total amount of monetary losses attributable to insurance payouts from (1) modeled natural catastrophes and (2) non-modeled natural catastrophes, by type of event and geographic segment (net and gross of reinsurance)	Quantitative	Horace Mann does not separately identify catastrophe losses by modeled and non-modeled catastrophes as this categorization is not meaningful to our business. The company's exposure to catastrophe losses is discussed in our 2024 10-K , pages 9-10, 22.
FN-IN-450a.3	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	Discussion and Analysis	Managing Climate Risk 2024 10-K , pages 22-23.

BUSINESS ETHICS

FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations.	Quantitative	Horace Mann did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. Material legal and regulatory proceedings, other than ordinary routine litigation incidental to the business, are disclosed in our Forms 10-K and 10-Q.
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SASB Code	Accounting Metric	Category	Response/Location
FN-AC-510a.2	Description of whistleblower policies and procedures	Discussion and analysis	Ethical Standards Code of Conduct Governance Documents
SYSTEMATIC RISK MANAGEMENT			
FN-IN-550a.1	Exposure to derivative instruments by category: (1) total potential exposure to noncentrally cleared derivatives, (2) total fair value of acceptable collateral posted with the Central Clearinghouse, and (3) total potential exposure to centrally cleared derivatives	Quantitative	2024 10-K , pages 99,100
FN-IN-550a.2	Total fair value of securities lending collateral assets	Quantitative	2024 10-K , page 96
FN-IN-550a.3	Description of approach to managing capital and liquidity-related risks associated with systemic non-insurance activities	Discussion and analysis	2024 10-K , page 61
ACTIVITY METRICS			
FN-IN-000.A	Number of policies in force, by segment: (1) property and casualty, (2) life, (3) assumed reinsurance	Quantitative	2024 10-K , pages 7, 11, 14
FN-AC-000.A	(1) Total registered and (2) total unregistered assets under management (AUM)	Quantitative	Including \$0.8 billion in AUM held under a modified coinsurance agreement, Horace Mann had \$3.7 billion in registered and \$2.6 billion in unregistered assets under management at year-end 2024. The company also has \$3.6 billion in assets under administration.
FN-AC-000.B	Total assets under custody and supervision	Quantitative	2024 10-K , page 55