



WOODRUFF
SAWYER



Corporate Responsibility & Impact Fact Sheet

woodruffawyer.com

WOODRUFF-SAWYER & CO.

Insurance Services | Risk Management | Employee Benefits



At Woodruff Sawyer, we have been insuring creators, innovators, and game-changers for more than 100 years. As one of the nation's largest insurance brokers, Woodruff Sawyer is committed to being a responsible corporate citizen, today and in the years ahead.

I'm pleased to share this overview of how deeply our employees are invested in advancing corporate responsibility in their work and throughout our firm. Our inaugural fact sheet provides us with the opportunity to share the many ways Woodruff Sawyer strives to be a responsible corporate citizen.

— Andy Barrengos, Chairman & CEO



People

People are the foundation of everything we do. Our employees demonstrate care, integrity, and professional excellence throughout their interactions with one another and with our clients. Woodruff Sawyer’s values are core to our culture, guiding employees and the company in our decisions and interactions.

Our Values



Integrity

Do the right thing – always



Excellence

Achieving excellence together



Compassion

People powered



Client Focus

Fierce advocacy



Stewardship

Own it!



By being champions for our employees, we enable them to champion each other and, in turn, our clients. We invest in our people from the start to attract, retain, and develop exceptional talent that embodies our values.

— Elyse Douglas, Chief People Officer

Employee Development

We prioritize providing employees with the tools and support they need to thrive both professionally and personally. Employees can build on their expertise and capabilities using company-supplied resources such as a professional career coach, a skills-gap analysis, and a career development plan that allows them to identify strengths and opportunities for growth. We also encourage continuous learning via tuition reimbursement and financial support for professional certifications and development, including MBAs.

Benefits and Wellness

We provide comprehensive and competitive benefits for all employees, to both attract and retain top talent. For example, our employee stock ownership plan (ESOP) enables all employees to become owners of Woodruff Sawyer. We believe this structure motivates employees to contribute to Woodruff Sawyer's long-term value creation, while also encouraging employees to be directly invested in our clients' success.

Our benefits package and wellness programs are designed to meet a wide range of employee needs, including emotional, physical, and financial health. The wellness program comes to life through activities including:

- Unlimited counseling and emotional support services through Ginger, an on-demand mental healthcare platform.
- Resources such as live, interactive fitness and mindfulness courses.
- Financial coaches for all employees.

Employee Engagement

Our employees are engaged. Indeed, we are among the top 5% of all organizations for employee engagement, according to our third-party consultant.

Our 2023 employee engagement survey results indicated:

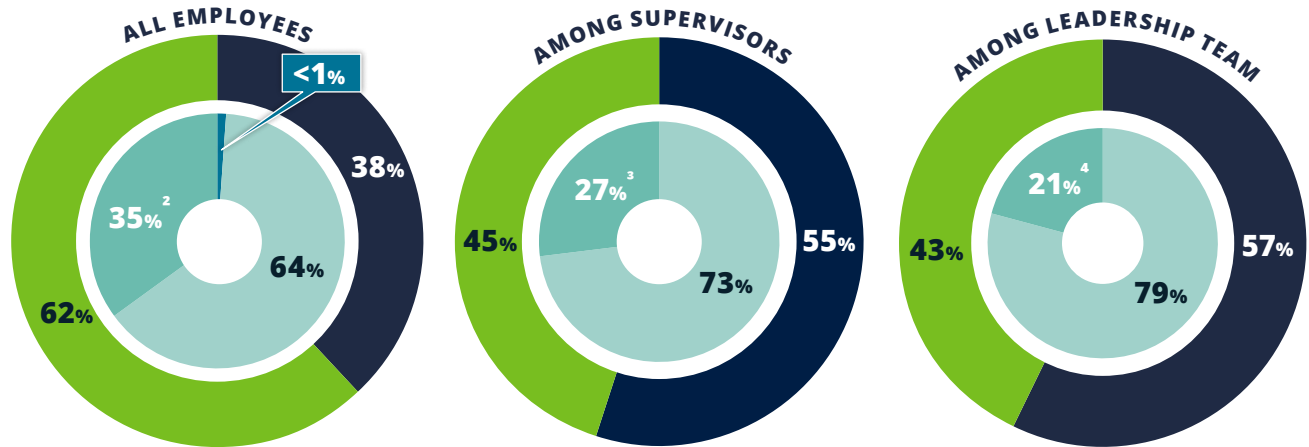


Diversity, Equity, and Inclusion

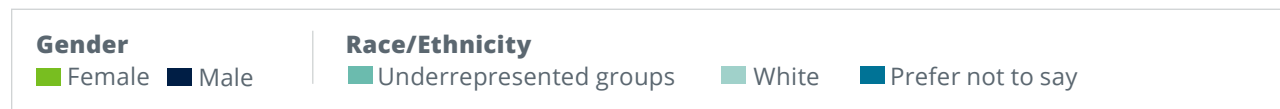
We value and support diversity, equity, and inclusion (DE&I) at Woodruff Sawyer. Our DE&I Council, which is overseen by our DE&I chair, sets our strategy to advance and celebrate diversity. We are in the process of developing firm-wide goals that will accelerate Woodruff Sawyer's overarching human capital management strategy.

In our approach to recruitment, we actively encourage candidates to apply for open roles even when they may not meet the role's exact qualifications, giving more people access to new opportunities. We use software services to review job postings and ensure the language we use is inclusive for historically underrepresented groups, and we circulate openings on job boards dedicated to building diverse talent.

Workforce Representation¹



TOTAL EMPLOYEES
Full-time: 643



Our Employee Resource Groups

 Allyship, allies for all DE&I groups	 Hawaiian, Filipino & Pacific Islanders	 Adelante, Latinx/Hispanic	 Black, African American + Allies	 Strength with Differences
 Emerging Leaders, millennial professionals	 Asian Pacific Alliance	 Pride, LGBTQIA+	 Women at Woodruff Sawyer	 Working Caregivers

Our employee resource groups (ERGs) allow employees to come together to interact and learn with and from each other. We offer DE&I programming with sponsored monthly speakers and forums for discussion.

¹ Due to rounding, numbers presented may not reflect exact totals.
² Underrepresented groups – Asian: 12%; Black/African American: 5%; Hispanic/Latino: 9%; and Other: 9%.
³ Underrepresented groups – Asian: 13%; Black/African American: 4%; Hispanic/Latino: 7%; and Other: 3%.
⁴ Underrepresented groups – Asian: 7%; Black/African American: 7%; and Hispanic/Latino: 7%.

Community Engagement

Strengthening the communities where we live and work is a pillar of our corporate culture. Through our Community, Action, Responsibility, Enhancement (CARE) initiative, we provide financial contributions and volunteer opportunities year-round to support a variety of local and national causes. Our employees spearhead our CARE initiative, and our firm backs their efforts by matching donations equal to individual employees' gifts to nonprofits. A few of the organizations we work with through CARE include:

- Girls, Inc.
- Habitat for Humanity
- Ronald McDonald House

To encourage these efforts, employees receive up to two paid days off a year to volunteer to support their communities.



Environment

As a professional services firm, our direct environmental impact is limited. However, as part of our commitment to corporate responsibility, we recognize the importance of incorporating environmental factors into our business practices and decision-making – both related to our own operations and client solutions.

Our Operational Footprint

To optimize our energy efficiency and do our part to preserve natural resources, we have adopted environmentally conscious practices, including automatic lights, equipment sleep-timers, and touchless water faucets in our San Francisco headquarters and many of our leased spaces.

In addition, we have:

- Provided a commuter benefits program through which employees can set aside money tax-free for the use of public transportation.
- Supported remote and hybrid work, further reducing the environmental impact of commuting.
- Encouraged the use of reusable water bottles and glasses by installing water filling stations and providing glass containers in our offices, reducing reliance on single-use paper cups.
- Reduced our paper consumption by moving toward digitization of our business and insurance documentation.
- Extended the life of office equipment by reusing furniture and workstations throughout various office remodels and moves. Employees are also offered the opportunity to take home surplus furnishings.

Woodruff Sawyer is also taking steps to better understand our carbon footprint. We are assessing the feasibility of providing more detailed climate-related disclosures in the future.



As part of our commitment to responsible environmental stewardship, we are identifying ways to better understand our firm's impact, particularly within our facilities and operations. For example, we are working with our real estate partners to incorporate environmental factors – like LEED certification and energy efficiency – into our decisions about future office spaces.

— Tatianna Norris, Deputy Chief Operating Officer

Innovative Environmental Solutions for Clients

As climate change continues to increase risks for businesses, we help our clients plan for disaster recovery and mitigate catastrophic risk. Through our expert consulting services, we help our clients develop policies and practices to protect their people, maintain operations, and serve their customers in catastrophic times, including due to environmental events. Our specialists work with our clients to help them identify their unique environmental exposures and ways to guard against them, supporting their businesses and contributing to broader climate preparedness.

Governance

Having the right organizational structures, policies, and procedures in place helps to ensure accountability across the company.

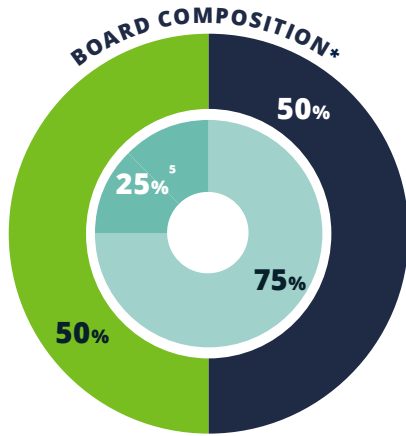


Integrity and accountability are built into the fabric of Woodruff Sawyer. As Board members, we believe these values are critical to ensuring sound governance and the long-term success of our business.

— Mary Dent, Independent Board Member & Chair, Nominating & Governance Committee

Board Oversight

Our Board of Directors provides the oversight needed to ensure a strong, ethical, and effective business. In the past three years, we have added two independent directors to our Board, providing new perspectives and experience to the eight-member group.



Gender	Race/Ethnicity
■ Female	■ Underrepresented groups
■ Male	■ White

*** 2 directors are independent**

Policies and Procedures

We maintain strict policies and procedures to ensure that employees and vendors act ethically, protect confidentiality, and work effectively on behalf of our clients and our business. Woodruff Sawyer has detailed policies on:

- Use of confidential and proprietary information
- Business ethics
- Conflicts of interest
- Illegal insider trading
- Third-party code of conduct
- Other vital aspects of ensuring governance of proper employee and vendor behavior

We go beyond legal requirements, embedding ethical behavior and integrity into the culture of how we operate.

Looking Ahead

We will continue to share updates on our corporate responsibility efforts. To learn more about our initiatives, visit woodruff Sawyer.com.

About Woodruff Sawyer

Woodruff Sawyer’s commitment to providing our clients with expert, innovative counsel and solutions helps us extend our impact across industries and communities. We protect our clients’ people and assets by providing insurance risk management consulting services that include:

- Management Liability
- Property and Casualty
- Employee Benefits
- Cyber Liability
- Personal Lines

Recognition From Our Peers

