

Stronger together

2018 Community impact report





A photograph of three young people, two women and one man, sitting around a kitchen island. They are all smiling and looking at a tablet computer held by the woman on the right. The man in the center is holding a smartphone. The woman on the left is leaning forward, looking at the tablet. On the table in front of them are various fresh vegetables like lemons, garlic, and bell peppers, along with a bottle of olive oil and a bowl of salad. The background shows a bright window with greenery outside.

At Securian Financial, we're here for family. And we're here because of it.

Supporting our communities is a top priority – because community is another word for family. And we believe that when our neighbors, customers, employees, suppliers and environment do well, we all do well.

We are headquartered in St. Paul, Minnesota, which has been our home since 1880. Today, we have 5,600 employees and representatives worldwide, including 2,800 at our downtown St. Paul campus.

Philanthropy

Our charitable giving totaled **\$6.6 million in 2018**, reaching more than 300 nonprofit organizations in the form of cash, in-kind donations and our employees' volunteerism.

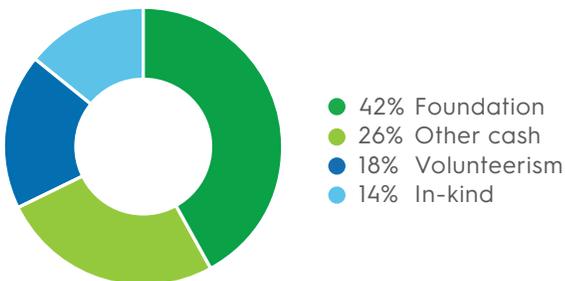
We're proud of our giving, and we know we can do more. So we're dedicated to continually finding meaningful ways to invest in our community.

Foundation giving

Since its inception in 1988, the Securian Financial Foundation has contributed \$43 million to enhance the quality of life in our community.

We support nonprofit organizations that empower families of all kinds to achieve secure tomorrows. We prioritize our funding toward programs that align with four focus areas: economic independence, the arts, education, and human services and special community needs.

TOTAL COMMUNITY IMPACT



Philanthropic initiatives include

the donation of time, money or resources to nonprofits in the communities where we live and work.



Matching gifts

Employees and retirees may apply for matching gifts up to \$2,000 to eligible nonprofits each year

Community sponsorships

We believe in supporting a variety of programs that meet specific needs within their own communities.

One way we do this is through championing innovation and fostering new ideas – in our industry and the greater economy. We support many technology-related roundtables, events, competitions and accelerators.



MN Cup,
a statewide startup competition organized by the Carlson School of Management at the University of Minnesota



Twin Cities Startup Week,
a celebration of entrepreneurship in fintech, retail and health care



Minnestar,
a nonprofit that connects Minnesota's technology community



OnRamp Insurance Accelerator,
which invests in five insurtech startups with cash, office space and mentors

2018 highlights



16K volunteer hours

Employees volunteered more than 16,000 hours for company-sponsored initiatives



Employees served on

125 nonprofit boards



Volunteer Plus

Our Volunteer Plus program donates to eligible nonprofit organizations where employees and retirees volunteer their time and talents

Volunteerism

Our employees are at the heart of our community commitment and culture of giving.

Habitat for Humanity

Since 2002, employees have helped build vibrant communities through Habitat for Humanity. Volunteering for this particular nonprofit has personal meaning for senior compliance analyst Naja Vang: Habitat volunteers built her own childhood home.

“I think all the time about the people who built our house,” Naja says. “Having a home brought stability and comfort to my parents’ lives.”

Now Naja channels her childhood experience and volunteers for the same organization that gave her a place to call home.

Best Prep

Since 1981, our employees have shared their time, compassion and knowledge to mentor hundreds of students through Best Prep.

Securian Financial employees helped ninth grade students stay motivated to succeed in high school and beyond through Best Prep’s e-mentoring program, Cloud Coach.

“For some of our students, this might be their first opportunity to interact with an adult who’s not a parent or teacher, who actually cares about them and wants to invest in them,” explains Samantha Funk, Best Prep’s director of e-mentoring programs.

Indeed, the students appreciated our employees’ support. One student said, “Having this conversation has made me think more about college, and before, I didn’t think about it.”



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Diversity and inclusion

Shared values build the foundation for how we foster a culture of inclusion and embrace all dimensions of diversity.

We're committed to creating a welcoming environment where every voice is valued and heard, and our employees feel confident being themselves at work. Our key initiatives to accomplish this include:

Diversity and Inclusion Council drives progress

Council members play an important role in monitoring and driving progress on enterprise diversity and inclusion goals and initiatives.

Resource groups support employees

These employee-led groups promote collaboration across backgrounds, perspectives and experiences to create a more aware, respectful and inclusive workplace.

CEO Action Pledge for Diversity and Inclusion™

Chris Hilger, Securian Financial's president, chairman and CEO, signed the pledge with more than 650 other executives to support a national dialogue around diversity and inclusion efforts.

Top Company for Women Technologists

In 2018, AnitaB.org recognized us as a "Top 5 company" for creating an inclusive and flexible enterprise technology work environment for women.



Employee resource groups

Diversity Network: Multicultural employees and allies explore educational opportunities, and build relationships and peer support

Inspiring Women in Technology: Promotes, educates and empowers women who work in technology at Securian Financial and in the community

Pride: Develops a community for LGBT+ employees and allies, offers education for all employees and supports the Twin Cities LGBT+ community

Service Member Resource Group: Veterans, current service members and military supporters enhance veteran recruitment, morale and retention within the Securian Financial community

Young Professionals Network: Provides opportunities for early- to mid-career professionals to develop socially, professionally and civically

Sustainability

Environmental stewardship is another way we serve our community.

Operational efficiencies throughout our buildings help us create high-performance workplaces. Our two headquarters buildings are ENERGY STAR certified, and one is LEED-Silver certified for existing buildings.

In 2018, we began laying the foundation to expand our sustainability initiatives with Warren Zaccaro, our chief financial officer, joining the U.S. chapter of The Prince's Accounting for Sustainability Project (A4S) CFO Leadership Network. The project aims to inspire finance leaders to drive a shift toward resilient business models that consider the opportunities and risks of social and environmental issues.

Our 2018 sustainability highlights include:



Heated and cooled our **1 million-square-foot** campus with locally produced, renewable energy sources.



Introduced organics recycling company-wide and switched to compostable containers and utensils in our cafeteria. Annually, we expect these initiatives to increase our organics recycling by **18,000** pounds and divert **218,400** containers from landfills.



Our Sustainable Workplace Committee includes employees who **proactively monitor** environmental priorities for a healthy workplace.



Hosted the first season of on-campus farmers markets, featuring **15 local farmers**.



Increased employee participation in our **subsidized mass transit program** by 9 percent over 2017.



Participated in **Audubon Minnesota Lights Out Program**. We turned off lighted signs atop our office tower and limited the number of interior lights on at night to prevent migratory bird deaths.

Environment, social and governance – commitment to responsible investing

Many investors want investment strategies that reflect their values without sacrificing performance.

Thoughtful integration of environmental, social and governance (ESG) factors alongside traditional financial metrics is an important part of our disciplined, fundamental investment research process and enhances our ability to help deliver strong risk adjusted returns. Securian Asset Management, a Securian Financial Group, Inc. subsidiary, manages this process.

Environment

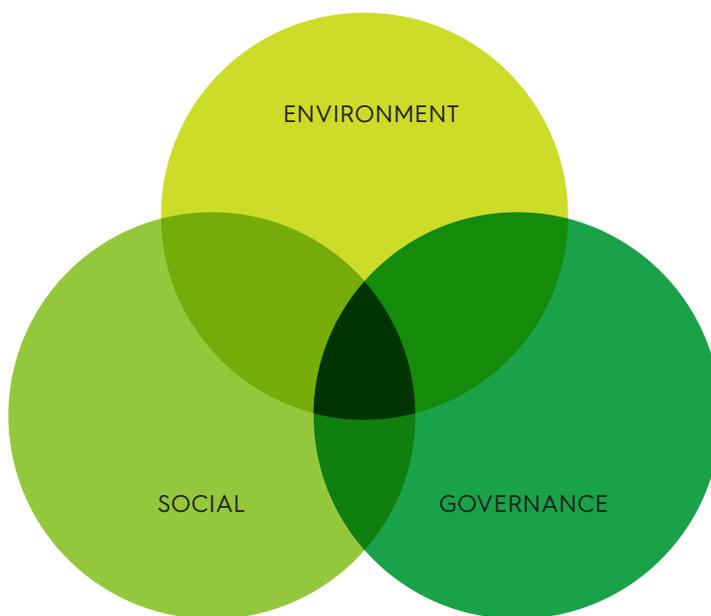
Maintaining a responsible environmental footprint can mitigate potential impacts on operating costs and capital expenditure requirements.

Social

Paying close attention to the social value associated with strong supply chain management and robust employee engagement can support stronger performance.

Governance

A fair and balanced approach to meeting the needs of all-important constituencies can lead to stronger performance and deeper investor confidence.



At Securian Financial, we're here for family. And we're here because of it.

We're guided by our purpose: helping customers build secure tomorrows. Since 1880, we've been building a uniquely diversified company that has outlasted economic ups and downs while staying true to our customers. We're committed to the markets we serve, providing insurance, investment and retirement solutions that give families the confidence to focus on what's truly valuable: banking memories with those who matter most.

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