



## **Aflac U.S. 2022 EEO-1 Disclosure**

Aflac Incorporated has long maintained a strong commitment to diversity, equity and inclusion. Our view is that fostering and welcoming the full range of diversity throughout every level of our Company: among our board of directors, our management team and our employees, enhances our ability to respond to our customers in the best way we can. As such, we continue to be intensely focused on demonstrating a meaningful commitment to gender diversity, creating more opportunities for people of color and ensuring that our workforce represents a diverse cross-section of knowledge and experience that positions the Company for long-term success.

The U.S. Equal Employment Opportunity Commission requires private employers of a certain size to submit demographic workforce data, including data by race/ethnicity, sex and job categories through an annual EEO-1 Component 1 report. Aflac Incorporated submits this report for its U.S.-based employees. In the past, we have provided a summary of this data in our annual corporate social responsibility and sustainability reports. While we recognize that the EEO-1 report does not provide a comprehensive picture of diversity at Aflac Incorporated, we know that many investors want to see this data. Over the past year, we have received more inquiries from investors about seeing the actual report itself. In the spirit of transparency and responding to our investors, we are providing the EEO-1 Component 1 report on the following page. We expect to continue posting future reports in the same way after filing with the U.S. Equal Employment Opportunity Commission.

The job categories in the EEO-1 report are not reflective of Aflac's workforce or compensation system. EEO-1 job groups encompass a broad range of grade levels, job titles, technical and non-technical jobs, such as:

- Executive/Senior Officials & Managers coordinates most closely to Aflac's definition of "executives;"
- First/Mid Officials & Managers coordinates most closely with Aflac U.S. managers and directors;
- Professionals coordinates most closely with non-managers at Aflac U.S.;
- Technicians coordinates most closely to hourly workers;
- Administrative support coordinates most closely with administrators; and
- Craft workers coordinates most closely with facilities technicians.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 1116896			EMPLOYER NAME AFLAC INCORPORATED												
ADDRESS 1932 WYNNTON ROAD, AFLAC TOWER						CITY/TOWN COLUMBUS				STATE GA		ZIP CODE 31999			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 581167100															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 525190 - Other Insurance Funds															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	26	3	1	0	0	0	3	3	0	0	0	0	37
First/Mid-Level Officials and Managers	16	32	290	41	27	0	1	7	279	124	20	0	2	6	845
Professionals	49	98	602	154	96	0	3	35	801	411	85	4	7	42	2387
Technicians	1	0	13	9	0	0	0	0	1	0	0	0	0	0	24
Sales Workers	4	5	160	6	0	0	0	2	54	1	2	0	0	4	238
Administrative Support Workers	32	134	88	110	3	0	0	12	511	1007	20	4	6	62	1989
Craft Workers	0	0	8	3	0	0	0	0	2	5	0	0	0	0	18
Operatives	1	0	9	6	0	0	0	0	2	5	0	0	0	0	23
Laborers and Helpers	4	0	12	19	0	0	0	0	3	6	0	0	0	1	45
Service Workers	3	0	15	25	0	0	0	2	1	10	0	0	0	1	57
CURRENT 2022 REPORTING YEAR TOTAL	110	270	1223	376	127	0	4	58	1657	1572	127	8	15	116	5663
PRIOR 2021 REPORTING YEAR TOTAL	119	263	1273	393	120	0	5	63	1680	1619	120	8	14	106	5783
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2022 - 12/31/2022															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															