



Aflac U.S. 2024 EEO-1 Disclosure

Aflac Incorporated's view is that fostering and cultivating a workforce that represents a diverse cross-section of knowledge and experience enhances our ability to respond to our customers and 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. We are providing the EEO-1 Component 1 report on the following page.

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
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 ☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable ☐ YES (Single-Establishment Employer is Federal Contractor) ☐ YES (Multi-Establishment Employer is Federal Contractor) ☐ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor) ☐ 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	22	3	0	0	0	0	6	1	1	0	0	0	34
First/Mid-Level Officials and Managers	13	33	282	46	24	1	1	10	300	131	19	0	1	8	869
Professionals	55	110	638	160	117	0	4	41	857	412	98	3	6	41	2542
Technicians	1	0	8	7	0	0	0	0	1	0	0	0	0	0	17
Sales Workers	5	3	134	5	0	0	0	2	37	0	1	0	0	2	189
Administrative Support Workers	29	117	105	117	3	0	0	13	513	932	16	7	9	55	1916
Craft Workers	1	0	13	6	0	0	0	0	3	5	0	0	0	0	28
Operatives	4	0	16	10	0	0	0	0	4	8	0	0	0	0	42
Laborers and Helpers	0	0	0	1	0	0	0	0	1	0	0	0	0	0	2
Service Workers	1	1	17	28	0	0	0	1	2	13	0	0	0	1	64
CURRENT 2024 REPORTING YEAR TOTAL	109	265	1235	383	144	1	5	67	1724	1502	135	10	16	107	5703
PRIOR 2023 REPORTING YEAR TOTAL	112	261	1230	384	142	1	4	67	1687	1540	134	8	15	105	5690
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															