



EEO-1 Report

Inclusive diversity & equity (IDE) is one of the values included in Allstate’s Our Shared Purpose. We hold each other accountable to encourage and embrace our collective differences and to provide an inclusive, equitable environment for all. IDE contributes to employees’ sense of belonging with the company, engagement, retention, innovation, problem-solving ability, and community involvement.

The information below on the diversity of Allstate Insurance Company’s workforce mirrors the annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects the demographics as of December 31, 2020. The EEOC report speaks as to a single point in time and mandates the use of specific job categories, which do not reflect how Allstate organizes its workforce.

Although it is not possible to understand Allstate’s IDE story in a single chart or at a single point in time, we disclose this information because we want to be transparent about our workforce diversity. To learn more about our IDE strategy and initiatives, please see www.allstatesustainability.com

Equal Employment Opportunity Allstate Insurance Company - 2020 Employer Information Report

	Hispanic or Latino		Non-Hispanic or Latino												Overall Total
			*****Male*****						*****Female*****						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	
Exec/Sr Level Officials & Mgrs	4	1	108	5	0	7	0	2	51	4	0	2	0	0	184
1st/Mid Level Officials & Mgrs	216	204	2251	201	2	213	9	40	1668	282	2	156	8	36	5288
Professionals	784	852	6077	871	14	771	27	167	5191	1641	19	657	27	217	17315
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	553	1053	1408	563	9	83	11	93	3255	2105	14	127	31	233	9538
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1557	2110	9844	1640	25	1074	47	302	10165	4032	35	942	66	486	32325
Previous Report Total	1534	2194	10284	1665	24	994	50	295	10686	4245	43	923	66	480	33483