

SASB

CNO is providing the following disclosures aligned with the Sustainability Accounting Standards Board (SASB) standards relevant to our business. All data is current as of 12/31/2023.

Our businesses are subject to extensive regulations covering many of the topics below. Please see pages 17–27 of our 2023 Form 10-K for a discussion of these regulations.

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Data Security

Code	Description	Response
FN-CB-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	▪ CNO did not experience any material cybersecurity incidents during 2023. ▪ CNO handles all data privacy/security incidents in accordance with applicable laws and regulations. As such, CNO may be required to report non-material incidents as data breaches. ▪ Please see pages 14–16 of our 2023 Corporate Social Responsibility (CSR) Report for more on our approach to data and cybersecurity.
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	▪ CNO's cybersecurity program is aligned with generally accepted principles and practices for securing information systems and data and is designed to comply with applicable laws and regulations. Our processes, policies and controls align to the Cybersecurity Framework of the National Institute of Standards and Technology (NIST). ▪ Our approach comprises a holistic strategy that includes comprehensive security policies and standards, a robust security awareness and education program, and the implementation of advanced and layered defenses. ▪ CNO conducts regular enterprise-wide internal and external cyber risk assessments, including audits, regulatory compliance assessments and self-assessments. Vulnerability systems assessments are frequently performed and penetration tests occur at least annually. We periodically engage vendors to review and benchmark our cybersecurity processes. ▪ Please see pages 14–16 of our 2023 CSR Report for additional information on our approach to data security.

Employee Diversity & Inclusion

Code	Description	Response
FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	▪ We are committed to creating a workplace culture that encourages, supports, celebrates and values the varied voices and backgrounds of our associates and customers. Please see pages 26–28 of our 2023 CSR Report for more detail on the composition of our workforce.

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Business Ethics

Code	Description	Response
FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	▪ In 2023, losses associated with these matters were immaterial. ▪ In accordance with Securities and Exchange Commission (SEC) requirements, CNO disclosed all material legal proceedings in our 2023 Form 10-K in the section entitled “Litigation and Other Legal Proceedings” on pages 154–155.
FN-IB-510a.2	Description of whistleblower policies and procedures	▪ In accordance with our compliance program and Code of Conduct, associates are encouraged to promptly report any known or suspected violations of applicable law, our Code of Conduct or other company policies, or abuse of CNO’s resources. ▪ Reports can be made to one or more of the contacts listed in the Code of Conduct, including our ethics hotline. The ethics hotline is hosted by an independent third-party on a confidential basis and is available 24 hours a day, seven days a week. ▪ Please see pages 8–9 of our 2023 CSR Report for additional information, as well as our Code of Conduct.

Professional Integrity

Code	Description	Response
FN-IB-510b.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	▪ CNO sells its products largely through a network of independent contractor sales agents and financial representatives. ▪ All sales agents are required to be licensed in the states in which they do business and to meet regular compliance and training requirements. ▪ The number and percentage of such matters associated with our sales agents and employees are low and not material to CNO’s civil litigation and regulatory risk perspective, and we do not believe they are indicative of systemic practices harmful to consumers.
FN-IB-510b.2	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	▪ The number of such cases, if any, is low and not material to CNO’s civil litigation and regulatory risk perspective, and we do not believe it is indicative of systemic practices harmful to consumers.
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	▪ The amount of losses of such cases, if any, is low and not material to CNO’s civil litigation and regulatory risk perspective, and we do not believe it is indicative of systemic practices harmful to consumers.
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	▪ CNO’s Code of Conduct, which applies to all CNO associates and Board members, outlines our expectations surrounding key issues and business practices and serves as a guide for applying CNO’s values. Our Responsible Insurance Sales and Marketing Statement details expectations for sales and marketing practices.

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Transparent Information & Fair Advice for Customers

Code	Description	Response
FN-IN-000.A	Number of policies in force, by segment: (1) property and casualty, (2) life, (3) assumed reinsurance	▪ CNO helps protect customers with approximately 3.2 million policies in force, including life, Medicare Supplement, Medicare Advantage, supplemental health, annuity and long-term care policies. ▪ CNO does not underwrite property and casualty insurance. ▪ CNO no longer assumes insurance from third-parties, but has done so in the past. In the aggregate, such assumed insurance comprises 0.3% of net combined life insurance in force at December 31, 2023.
FN-IN-270a.1	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers	▪ CNO discloses all material legal proceedings in accordance with SEC requirements. Please see the note to the consolidated financial statements entitled "Litigation and Other Legal Proceedings — Legal Proceedings" on pages 154–155 in our 2023 Form 10-K. ▪ CNO has policies, procedures and controls designed to comply with all applicable rules and regulations, including those pertaining to marketing and communication of insurance product information. ▪ Legal proceedings and/or losses, if any, associated with marketing and communication of insurance and product-related information were immaterial.
FN-IN-270a.2	Complaints-to-claims ratio	▪ As this is not a metric tracked by the National Association of Insurance Commissioners (NAIC), CNO does not collect data for, or report on, this metric. ▪ We do not believe a complaints-to-claims ratio is a meaningful metric for assessing claims handling or customer service. For example, companies may track open and closed claims differently, which could result in a comparison that is not meaningful. Additionally, a complaint may be received years after a claim is closed, which could overstate a complaints-to-claims ratio for that reporting period. A complaints-to-claims ratio also would not account for variations in an underwriting company's concentration of lines of business or market share, which further diminishes the usefulness of the metric.
FN-IN-270a.3	Customer retention rate	▪ As this is not a metric tracked by the NAIC, CNO does not collect data for, or report on, this metric. CNO tracks quarterly persistency but does not disclose it publicly as it is not meaningful as a standalone metric. For example, a customer could terminate an existing policy and purchase another one. We would retain the customer, but the transaction could negatively impact persistency. ▪ CNO measures customer satisfaction with a variety of metrics. These include surveys, customer focus groups and net promoter scores that track referrals from existing customers.
FN-IN-270a.4	Description of approach to informing customers about products	▪ Customers are informed about products through direct mail, online through our websites, and phone or in-person discussions with our sales agents and financial representatives. ▪ When communicating with customers about our products and services, CNO is subject to extensive laws and regulations, as well as our internal policies and procedures, mandating that our communications be clear, balanced and not misleading. ▪ Each product has a consumer brochure that explains the product in detail. ▪ All of CNO's brands adhere to a strict creation, approval and, if necessary, state filing processes on all consumer-facing details, services, and advertising and sales approaches to our products. ▪ Internal reviews are extensive and include sign-off by product, actuarial, brand marketing, legal, compliance, tax (in some cases), and other departments. ▪ Please see page 23 of our 2023 CSR Report and our Responsible Insurance Sales and Marketing statement for further detail.

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Incorporation of Environmental, Social and Governance Factors in Investment Management

Code	Description	Response
FN-IN-410a.1	Total invested assets, by industry and asset class	▪ Our insurance companies are subject to state laws and regulations that require diversification of their investment portfolios and limit the amount of investments in certain investment categories, such as below-investment grade bonds, equity, real estate and common stocks. ▪ To fulfill our promises and financial commitments to our policyholders, which may arise many years in the future, we seek to responsibly invest the premiums that we collect in high-quality, primarily fixed-income assets that generate appropriate risk-adjusted returns. ▪ Please see pages 71–76 of our 2023 Form 10-K for further detail.
FN-IN-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment management processes and strategies	▪ Our insurance companies are subject to state laws and regulations that require diversification of their investment portfolios and limit the amount of investments in certain investment categories, such as below-investment grade bonds, equity, real estate and common stocks. ▪ When evaluating otherwise equivalent investments, we prefer to invest in companies with strong or improving ESG practices and whose activities are generally consistent with CNO's values. ▪ Since 2020, CNO has been a signatory to the United Nations Principles for Responsible Investment (PRI), pledging to enhance the transparent and systematic integration of ESG factors into our investment decisions. ▪ In 2023, CNO allocated over \$150 million to impact investments that address community, sustainability and environmental issues. These investments surpass our initial goal of \$100 million and encompass municipal bonds, green/sustainable bonds and impact funds. ▪ Please see pages 38–41 of our 2023 CSR Report for further description of our approach.

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Policies Designed to Incentivize Responsible Behavior

Code	Description	Response
FN-IN-410b.1	Net premiums written related to energy efficiency and low carbon technology	▪ Since CNO is a life and health insurer, this topic is not relevant.
FN-IN-410b.2	Discussion of products and/or product features that incentivize health, safety and/or environmentally responsible action and/or behaviors	▪ CNO is committed to helping underserved middle-market consumers realize their financial objectives with a spectrum of life, health and retirement products and services. We make it easy for customers to do business with CNO by meeting them where and how they want to buy. This includes online, over the phone, in person or virtually with a local agent, or through a combination of these channels. ▪ By sharing information about the health and financial risks that consumers face every day, we help customers understand how our products can prepare them for life's uncertainties. ▪ Within our Consumer Division, we help individual consumers understand how life insurance, annuities, supplemental health and Medicare Supplement insurance protect them. — Life insurance products provide death benefits to help beneficiaries manage the loss of a loved one and make living benefits available in the event of terminal illness. — Annuity products help people prepare for and manage their retirement income. — Supplemental health products help to augment primary medical insurance for specified illnesses or accidents. — Medicare Supplement and Medicare Advantage products help manage the costs associated with healthcare for those 65 years of age and over. ▪ Within our Worksite Division, we support businesses and their employees by designing health and life products that supplement major medical and traditional life insurance benefits. — Life insurance products provide death benefits to help beneficiaries manage the loss of a loved one and make living benefits available in the event of terminal illness. — Supplemental health products help to augment primary medical insurance for specified illnesses or accidents. — Our high-touch service helps employers offer a robust benefit plan to attract and retain top talent while helping their employees make critical decisions to help protect themselves and their families. ▪ To support environmentally friendly behavior, CNO offers its customers paperless billing, electronic applications and online bill pay on certain products. ▪ Similarly, we continued a program to plant trees on behalf of shareholders who sign up to receive their annual meeting materials digitally.

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Environmental Risk Exposure

Code	Description	Response
FN-IN-450a.1	Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes	Since CNO is a life and health insurer, such monetary issues are not expected to be material.
FN-IN-450a.2	Total amount of monetary losses attributable to insurance payouts from (1) modeled natural catastrophes and (2) non-modeled natural catastrophes, by type of event and geographic segment (net and gross of reinsurance)	Since CNO is a life and health insurer, such monetary issues are not expected to be material.
FN-IN-450a.3	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	- Since CNO is a life and health insurer, environmental risks are not relevant to our underwriting process. - CNO does consider sustainability and environmental risks as part of our enterprise risk management (ERM) process. For example, we consider the risk of damage to, or loss of, physical assets and business continuity disruption, which may be caused by extreme weather events. We also monitor the carbon footprint of our investment portfolio and manage the related risks. - CNO conducts crisis response planning exercises focused on managing our response to severe weather events.

Systemic Risk Management

Code	Description	Response
FN-IN-550a.1	Exposure to derivative instruments by category: (1) total potential exposure to non-centrally cleared derivatives, (2) total fair value of acceptable collateral posted with the Central Clearinghouse, (3) total potential exposure to centrally cleared derivatives	- CNO uses derivatives to hedge higher potential returns related to our fixed index annuity policyholders based on the value of a particular index. - For information, please refer to our 2023 Form 10-K, including “Risk Factors,” “Critical Accounting Estimates,” “Summary of Significant Accounting Policies,” and the note to the consolidated financial statements entitled “Derivatives.” We also hold some embedded derivatives related to certain investments and reinsurance transactions that are disclosed in our 2023 Form 10-K on pages 158–159.
FN-IN-550a.2	Total fair value of securities lending collateral assets	- CNO does not have any securities lending programs currently. - See “Investment Borrowings” on pages 103–105 in our 2023 Form 10-K for information regarding collateralized borrowings from the Federal Home Loan Bank.
FN-IN-550a.3	Description of approach to managing capital- and liquidity-related risks associated with systemic non-insurance activities	- CNO’s ERM framework comprises all entities across the company, including the ultimate holding company and intermediate holding companies for our insurance and other operating companies, our investment management subsidiary, the servicing company for the operations of our subsidiaries, investment holding companies, our broker dealer and investment advisory entities, and agencies related to our insurance subsidiaries. - Stress tests of our capital and liquidity are conducted under a range of adverse scenarios. These scenarios include impacts to financial markets and consumer behaviors that could arise from a variety of systemic risks.