

ROOT, INC.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

APPROVED BY THE BOARD OF DIRECTORS

FEBRUARY 17, 2022

Root, Inc., a Delaware Corporation (the “*Company*”), is committed to conducting business in an ethical, legal, and socially responsible manner.

Driven by Purpose. Our mission to unbreak the insurance industry means identifying what’s broken, and committing to creating positive and impactful change. This is more than a commitment to our customers, it’s a mission from our communities, team members, and planet.

Commitment to Progress. The Company supports bold progress and the power of change through our products, partnerships, and our ongoing efforts to make the roads fairer and safer for everyone.

Commitment to Our Customers. The Company uses telematics to offer drivers fair rates based on how they drive, not who they are. We never use things like education or occupation, and driving behavior is the #1 factor in our rate.

- **Privacy.** As a company built on the power of data and technology, we understand the importance of protecting customers’ personal information and takes this mission very seriously. We never sell consumers’ personally identifiable data. Sensitive information is sent and received using encryption and stored in an encrypted environment.
- **Security.** We safeguard our company’s security through comprehensive and ongoing IT training, transparency, and documentation. Our Vulnerability Disclosure Policy, including offering safe harbor, encourages external security researchers to notify us of any potential security threats they uncover.

Commitment to Our Communities. Our Company was founded on the belief that the services people need for everyday life should serve them better. We believe we have the same obligation to serve our communities better in ways that make a positive impact and improve our customers’ and team members’ lives.

Commitment to Our Environment. We recognize that protecting our customers means protecting the planet we all call home. We’re committed to a company-wide sustainability approach that encourages cost-effective strategies to help reduce our environmental impact without compromising our mission to consumers and team members. From our efforts around energy consumption, resource and waste management to public transportation incentives—often shepherded through our ReRoot employee resource group—we’re engaging team members in a partnership to increase organizational and individual responsibility and work towards a more sustainable future for all.

Commitment to Our Team Members. Our values are reflected in everything we do, from our Code of Conduct to our company policies and initiatives around diversity and inclusion, executive visibility, talent acquisition and development, feedback and transparency, and team member wellness, education, and resources.

- **Code of Conduct and company values.** In addition to applicable laws and regulations, our Code of Conduct, company values, and policies are our ethical framework.
- **Health and wellness.** The wellness of our team directly reflects the health of our business. We offer team members flexible paid time off, 12 weeks of paid parental leave, and extended leave benefits. We promote work/life fulfillment and provide extensive resources and tools to help team members maximize their well-being, such as access to therapy, meditation, and educational opportunities that support all aspects of our employees' health. These guidelines are essential to every team member's work and come through in our product, promotion, and planning.
- **Diversity, equity, and inclusion.** We believe that a team with diverse backgrounds and perspectives delivers better insights and outcomes, enables innovation, and fosters a greater understanding of our customers. Our efforts to create a diverse and inclusive workplace are ongoing and focused on talent acquisition and development, education and training, feedback and collaboration, and strategic planning aimed at enabling consistent growth and long-term success. Root's Chief Diversity and Belonging Officer ensures our commitment to these efforts.
- **Employee resources.** We strengthen, support, and empower our team and organization through employee engagement and resource groups, training and education, development and wellness resources, and more.
 - Root employee resource groups
 - Pride 365: Celebrating everything LGBTQ+ at Root and in our communities
 - Tribe: Cultivating a professional, healthy, and supportive environment while amplifying Black voices at Root
 - Women @ Root: Creating a culture and company that empower women and allies to do their best work
 - Root Ability and Allies: Resource-sharing, celebrating wins, and cultivating a community of support at Root for our team members with disabilities and their allies