



Unum Group

2020 Annual Meeting of Shareholders

Questions and Answers

Unum Group held its 2020 Annual Meeting of Shareholders in a virtual-only format via live webcast on May 28, 2020. During the meeting, shareholders were given the opportunity to submit questions online. Shortly after the conclusion of the meeting, Unum received a question through the virtual meeting platform. The question and the company's answer are set forth below.

Shareholder Question:

You say you have a strong commitment to diversity, yet all board members are over the age of 50, with only three under the age of 60. With millennials becoming the majority of the workforce in the next five years, how do you reconcile these two and will there be any consideration to diversify this group next year? Thank you for your consideration.

Company Answer:

Age is only one of the measures we consider when looking at diversity. We also look at gender, race, ethnicity, tenure, and background/experience, among other considerations. We're proud of our record on this front and exceed industry norms across many of these measures. Our Board is very focused on demographics and ensuring that we connect with our customers in the ways that they expect. The Board also periodically receives outside perspectives from experts in demographic shifts.