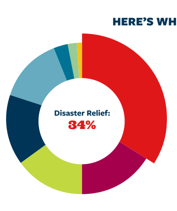
TRAVELERS

2020 Community Report

At the heart of who we are is a deep commitment to helping our communities. We focus on improving **academic and career success**, developing **thriving neighborhoods** and creating **culturally enriched communities**. In 2020, we also provided support to those experiencing hardships due to COVID-19 and put a stronger emphasis on advancing racial equity.

In 2020, we gave nearly **$23M** to support the communities where we live and work, bringing us to a total of approximately **$225M** over the past decade.

HERE'S WHERE IT WENT*



- Disaster Relief: **34%**
- Arts & Culture: **16%**
- Higher Education: **15%**
- K-12 Education: **15%**
- Thriving Neighborhoods: **14%**
- Health and Social Services: **3%**
- Civic and Public Affairs: **2%**
- Matching Gifts: **1%**

*This chart represents categorization for approximately $16.6M of Travelers' 2020 giving. The remaining funds went toward a variety of causes.

COVID-19 RESPONSE

We provided more than **$5.5M** toward COVID-19 relief efforts to assist families, communities and small businesses across North America, the United Kingdom and the Republic of Ireland, including:

$3.5M
to leading charities that provide essential services, including emergency assistance for hourly workers, food and shelter for vulnerable populations, stability to small businesses and resources to mitigate disruptions in education.

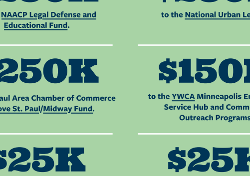
$1.25M
to pay the wages and health benefits for eligible third-party contract employees who provide services at the company's offices, including dining and building maintenance.

$300K
to match – on a 2-for-1 basis – employee contributions to designated organizations, including Americares, Dublin Simon Community, Food Banks Canada, Team Rubicon and the United Way.

$84K
worth of supplies were donated to food pantries in Connecticut and Minnesota.

20K
pounds of ground beef were donated to **Foodshare** to help feed families across Connecticut.

60K
meals were delivered to Connecticut nonprofits including **Hands On Hartford**, **Open Hearth** and **Community Renewal Team**, with the help of our third-party contract employees.



RACIAL EQUITY

We committed **$1M** to assist nonprofits dedicated to advancing racial equity and social justice across the United States and to rebuild damaged businesses in Minnesota.

$250K
to the **NAACP Legal Defense and Educational Fund**.

$250K
to the **National Urban League**.

$250K
to the St. Paul Area Chamber of Commerce **We Love St. Paul/Midway Fund**.

$150K
to the **YWCA** Minneapolis Emergency Service Hub and Community Outreach Programs.

$25K
to the **Women's Business Development Council** in Connecticut.

$25K
to the **YWCA Hartford Region**.

80+
grants and sponsorships were allocated to nonprofits that have a focus on social justice programs or supporting communities of color.

EMPLOYEE IMPACT

Our strong culture of giving extends to our employees – they're **active corporate citizens** and valuable assets to their communities.

DONATIONS

In 2020, employees donated:

$400K
through the company's virtual Community Connections Campaign events, which supported the United Way and focused this year on providing much-needed technology to students.

$150K
toward the match program we created to assist COVID-19 relief efforts in the United States, Canada, the United Kingdom and Ireland.

$50K
to cover costs of meals for health care workers in Connecticut, Maryland, Minnesota and New York, which also helped small businesses, as meals were purchased from local restaurants.

$5K
to Feeding America to assist with COVID-19 hunger relief programs.

VOLUNTEERISM

In 2020, employees focused on virtual volunteer efforts. Highlights include:

Participating in one-on-one email mentoring with students through **BestPrep's** Cloud Coach and eMentors programs.

Recording narrations of children's books with the **Happy Hope Factory** and **United Way** for children in hospitals and schools across the United States.

Recording video messages for students through the **Read to a Child** program.

Hosting a virtual Girls Leadership Conference **for 42 students** in grades 6-12.

Improving Academic and Career Success

Providing opportunity to underrepresented students and preparing them for college and careers.

IN 2020:

WE DEDICATED NEARLY
$5M
to support educational initiatives for 68 organizations.

WE FOCUSED
$2M
of our education funding on initiatives targeting college preparation and career awareness through our Travelers EDGE® program.

Travelers EDGE: Empowering Dreams for Graduation and Employment

Our signature education program, **Travelers EDGE**, provides a holistic approach to academic and career preparation through partnerships with high schools, colleges, universities and community-based programs.

Since 2007, we have worked to increase the number of underrepresented students who complete bachelor's degrees and are prepared for a career at Travelers or within the insurance and financial services industry.

DURING THE 2019–2020 ACADEMIC YEAR, TRAVELERS EDGE HELPED:

93	**37**	**24**	**12**
STUDENTS THROUGH A DIRECT SCHOLARSHIP OR STIPEND.	STUDENTS SECURE INTERNSHIPS AT TRAVELERS.	STUDENTS COMPLETE BACHELOR'S DEGREES.	GRADUATES OBTAIN FULL-TIME POSITIONS AT TRAVELERS.

SINCE ITS START IN 2007, TRAVELERS EDGE HAS HELPED:

539	**282**	**278**	**92**
STUDENTS THROUGH A DIRECT SCHOLARSHIP OR STIPEND.	STUDENTS SECURE INTERNSHIPS AT TRAVELERS.	STUDENTS COMPLETE BACHELOR'S DEGREES.	GRADUATES OBTAIN FULL-TIME POSITIONS AT TRAVELERS.

SUPPORTING CAREER READINESS WITH USHER'S NEW LOOK

As part of our ongoing partnership with **Usher's New Look** (UNL), we participated in a virtual job shadow and panel discussion focused on STEM careers in insurance. We also provided funding to support UNL's Virtual Summer Academy, which reached more than 400 high school and college students.

2020 GIRLS LEADERSHIP SUMMITS

In early 2020, we partnered with **Girls Inc.** and the **YWCA** to host 4 leadership summits for girls in grades 8-12 in Connecticut, Colorado, Georgia and Minnesota. Students and their parents heard from engaging presenters on topics related to personal branding, interview skills, and college readiness and affordability.

- **180 girls attended.**
- **70 parents attended.**
- **70 employees volunteered.**
- Every student participant received a free **30-minute advising session** with **uAspire** to review their college financial aid award letters.

VIRTUAL SUMMER INTERNSHIPS

We partnered with **ReadyCT** to host a summer work experience focused on auto claims with students from 3 Connecticut high schools: Pathways Academy of Technology & Design, Weaver High School and New Britain High School.

GIRLS WHO CODE

Working with **Girls Who Code**, our Technology & Operations team hosted a virtual summer immersion program, where 30 high school girls from the Connecticut area learned about computer science and were introduced to jobs in technology.

Developing Thriving Neighborhoods

Helping to shape and maintain safe, stable and vital neighborhoods.

IN 2020:

We provided more than
$2M
to organizations dedicated to helping our communities thrive.

HABITAT FOR HUMANITY

In lieu of our employees volunteering to build homes across the country, we provided a grant of **$400K** to support the Habitat for Humanity **Homes, Communities, Hope + You** campaign, which provides protection for Habitat homeowners who have experienced illness or job loss due to COVID-19 across the United States.

We provided **$50K** toward the Twin Cities Habitat for Humanity **At Home Fund**, which supports the needs of Habitat families that have been affected by the pandemic.

We also provided a grant of **$85K** for a program in Hartford that will allow Habitat for Humanity to purchase and rehabilitate a single-family home.

TRAVELERS FORTIFIES COMMUNITIES

We continue to partner with **Habitat for Humanity**, **SBP** and the **Insurance Institute for Business & Home Safety** (IBHS) to build FORTIFIED Homes™ across the United States.

Since our partnership began in 2012: We've helped support the building of nearly **90** Habitat FORTIFIED homes.

SBP

In 2019, we launched a partnership with SBP, a nationally recognized leader in comprehensive disaster resilience and recovery. We supplied a grant that allowed SBP to launch a pilot program to rebuild homes to FORTIFIED standards.

In 2020:

- **76 homes** were FORTIFIED in **5 states**.
- **14 SBP staff members** were trained in FORTIFIED construction standards.

Congratulations to SBP for being named a 2020 IBHS FORTIFIED™ Pioneer Award winner! *Each year, the FORTIFIED Awards program honors builders who are among the first in their area to use the FORTIFIED standards to build stronger, more resilient homes.*

TEAM RUBICON

We are the exclusive insurance sponsor for Team Rubicon's Mobile Training Center (MTC). Team Rubicon is a nonprofit that unites military veterans with first responders to deploy emergency response teams after disasters.

In 2020, the MTC didn't travel but conducted virtual trainings to continue membership engagement during the pandemic.

15K
members engaged in virtual training classes, completing more than **23K hours of training**.

170
members were trained in chainsaw operations to assist in relief efforts in Southwest Louisiana. There were **3 additional disaster training workshops** in Texas and Illinois.

Travelers has provided **$750K** in grant funding for Team Rubicon's low-attention disaster rebuild program, which responds to devastating weather events that are not large enough in scale to draw significant government, media and philanthropic response.

IN 2020:
20
homes were **rebuilt across Texas** and **Louisiana**, and an additional **5 homes are under construction**.

SINCE OUR PARTNERSHIP BEGAN IN 2018:
140
homes have been **rebuilt across Texas** and **Florida**.

500
roofs have been **rebuilt in Puerto Rico**.

SMALL BUSINESS RISK EDUCATION

Our **Small Business Risk Education** (SBRE) program started in 2012 to help women, minority and veteran small business owners learn about business continuity, develop safety risk management plans and qualify for microloans. Since SBRE started, we've helped more than **3K participants**.

IN 2020:

WE REACHED MORE THAN
650
PARTICIPANTS
through workshops and a partnership with the **Travelers Institute** to deliver webinars focused on providing small business owners with advice on how to protect their businesses during the pandemic.

WE SUPPORTED
6
DIVERSE ENTREPRENEURIAL SUPPORT ORGANIZATIONS
through a continued partnership with Village Capital.

Creating Culturally Enriched Communities

Supporting organizations that enrich lives through arts and culture.

IN 2020:

We provided more than **$2M** in funding to **28 organizations** focused on arts and culture.

We continued our Global Sponsorship of the New York City Ballet – a partnership we've had since 2014 – and provided **$215K** to the dancers' emergency fund to help pay salaries while they were unable to perform.

$450K was provided to the Greater Hartford Arts Council to allocate toward local arts organizations.

$305K was provided in COVID-19 emergency grants to help nonprofits focused on the arts in Connecticut and Minnesota.

ART SPEAKS

Art Speaks is an employee-focused program that leverages Travelers' investment in arts and cultural organizations to spark meaningful and thought-provoking dialogue around diversity and inclusion.

120
Travelers employees participated in a virtual event exploring universal human rights as part of our continued partnership with the Norman Rockwell Museum exhibit "**Enduring Ideals: Rockwell, Roosevelt & the Four Freedoms**."

300
Travelers employees attended a virtual event commemorating the 100th anniversary of women's suffrage in America with the Norman Rockwell Museum and the **New Britain Museum of American Art**.

For more information about community involvement at Travelers, visit **Travelers.com/community**.

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