



Aflac U.S. 2020 EEO-1 Disclosure

Aflac Incorporated has long maintained a strong commitment to diversity, equity and inclusion. Our view is that fostering and welcoming the full range of diversity throughout every level of our Company: among our board of directors, our management team and our employees enhances our ability to respond to our customers in the best way we can. As such, we continue to be intensely focused on demonstrating a meaningful commitment to gender diversity, creating more opportunities for people of color and ensuring that our workforce represents a diverse cross-section of knowledge and experience that positions the Company for long-term success.

The U.S. Equal Employment Opportunity Commission requires private employers of a certain size to submit demographic workforce data, including data by race/ethnicity, sex and job categories through an annual EEO-1 Component 1 report. Aflac Incorporated submits this report for its U.S.-based employees. In the past, we have provided a summary of this data in our annual corporate social responsibility and sustainability reports. While we recognize that the EEO-1 report does not provide a comprehensive picture of diversity at Aflac Incorporated, we know that many investors want to see this data. Over the past year, we have received more inquiries from investors about seeing the actual report itself. In the spirit of transparency and responding to our investors, we are providing the EEO-1 Component 1 report on the following page. We expect to continue posting future reports in the same way after filing with the U.S. Equal Employment Opportunity Commission.

The job categories in the EEO-1 report are not reflective of Aflac's workforce or compensation system. EEO-1 job groups encompass a broad range of grade levels, job titles, technical and non-technical jobs. For reference,

- Executive/Senior Officials & Managers coordinates most closely to Aflac's definition of "executives;"
- First/Mid Officials & Managers coordinates most closely with Aflac U.S. managers and directors;
- Professionals coordinates most closely with non-managers at Aflac U.S.;
- Technicians coordinates most closely to hourly workers;
- Administrative support coordinates most closely with administrators; and
- Craft workers coordinates most closely with facilities technicians.

COMPID = 1116896
 UNITID = 1116896

EQUAL EMPLOYMENT OPPORTUNITY
2020 EMPLOYER INFORMATION REPORT EEO-1
 Consolidated Report

SECTION B – COMPANY IDENTIFICATION

1. AFLAC INCORPORATED
 1932 WYNNNTON ROAD
 AFLAC TOWER
 COLUMBUS, GA 31999

2.a. AFLAC INCORPORATED
 1932 WYNNNTON ROAD
 AFLAC TOWER
 COLUMBUS, GA 31999
 c. EIN= 581167100

SECTION C – TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-N DUNS= 108143603

SECTION E – ESTABLISHMENT INFORMATION
 NAICS: 525190 - Other Insurance Funds

SECTION D – EMPLOYMENT DATA

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native		Two or More Races
Exec/Sr. Officials & Mgrs	1	0	25	3	0	2	0	0	3	3	0	0	0	1	38
First/Mid Officials & Mgrs	21	24	318	42	1	32	0	6	269	123	0	15	2	9	862
Professionals	45	86	605	140	0	72	3	35	759	406	3	63	5	30	2252
Technicians	1	0	17	11	0	1	0	0	3	2	0	0	0	0	35
Sales Workers	8	12	213	11	0	0	0	6	125	2	0	4	0	4	385
Administrative Support	32	105	91	102	0	4	1	6	563	964	4	20	6	47	1945
Craft Workers	0	0	10	4	0	0	0	1	4	6	0	0	0	0	25
Operatives	1	0	16	9	0	0	0	0	2	5	0	0	0	0	33
Laborers & Helpers	4	1	17	25	0	0	0	0	6	10	0	0	0	1	64
Service Workers	5	0	13	31	0	0	0	1	1	10	0	0	0	0	61
Total	118	228	1325	378	1	111	4	55	1735	1531	7	102	13	92	5700
Previous Year Total	108	195	1263	379	1	84	3	59	1711	1552	5	92	14	85	5551

SECTION F – REMARKS

DATES OF PAYROLL PERIOD: 12/16/2020 THRU 12/31/2020

SECTION G – CERTIFICATION: CERTIFIED DATE: 6/15/2021 10:34 PM

CERTIFYING OFFICIAL: [REDACTED]
 EMAIL: [REDACTED]
 EEO-1 REPORT CONTACT PERSON: [REDACTED]
 EMAIL: [REDACTED]

TITLE: [REDACTED]
 PHONE: [REDACTED]
 TITLE: [REDACTED]
 PHONE: [REDACTED]