



2021 Sustainability Report



SERVICE CORPORATION INTERNATIONAL

Message to Stakeholders



Tom Ryan

President, Chairman of the Board, and CEO

To our stakeholders,

AT SCI, OUR PURPOSE AND CORE VALUES COMBINE TO CREATE A COMPASSIONATE CULTURE WHICH EXTENDS TO THE ASSOCIATES WHO MAKE UP OUR GREAT COMPANY, THE COMMUNITIES WE SERVE, AND THE ENVIRONMENT WE WORK IN, ALL OF WHICH DRIVE A SUSTAINABLE GROWTH MODEL.

While this is our first published sustainability report, we have considered environmental, social, and governance (ESG) priorities within our enterprise risk management program for several years. ESG priorities are ingrained in what we do best and are reflected in our culture, purpose, and core values. We put people and our social priorities first, making our client families’ satisfaction, our associates’ wellbeing, and our impact on our communities among our top priorities.

Our team of more than 24,000 associates serves over 600,000 families each year at our funeral and cemetery locations. Our Company’s commitment to social responsibility and service excellence are felt throughout the generations of families we serve during life’s most vulnerable time, while also building enduring relationships in the communities where we operate. Our dedicated team is unwavering in helping our client families gain closure and healing through the process of grieving, remembrance, and celebration. We support the families we serve before, during, and after the loss of a loved one by offering grief support and resources. We

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Service Corporation International is committed to supporting families at difficult times and dedicated to celebrating the life and legacy of every loved one with professionalism, compassion, and attention to detail through our Company’s core values which are respect, integrity, service excellence, and enduring relationships.
— Tom Ryan

also care about the communities where we do business and where our associates work. Through our Company’s nonprofit charitable giving arm, the Dignity Memorial Foundation, we have formed strategic partnerships with national nonprofit organizations that align with our core values and provide the greatest value to the communities we serve. In 2021, we invested \$4.2 million in these strategic partnerships and in the communities we operate in. Also, our leadership team is committed to advancing inclusion and diversity in the workplace by embracing the many backgrounds and perspectives that make each of us so unique, allowing us to remain relevant to the diverse families we serve. We recently added a

Message to Stakeholders

senior management position to oversee inclusion and diversity. This leadership role will be critical in supporting the Company's belief that diversity of talent is a key driver of better business outcomes.

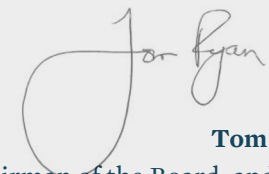
Over the last several years, we demonstrated integrity through our commitment to adopting robust governance best practices. Our Board of Directors continues to evolve and we have a new member nominated in 2022. We value the diverse backgrounds and fresh perspectives that newly appointed members have brought to our organization. We have also established an ESG metric utilizing Google Stars for online customer satisfaction ratings within our executive compensation program to ensure we are meeting the needs and expectations of the client families and communities we serve.

We take seriously the obligation to better our society and the communities we operate in and are committed to initiatives that respect our environment. We are focusing on the areas where we can make an impactful contribution. For families that desire to honor their loved ones' memory with environmentally-friendly products, we offer a number of green, biodegradable options available at many of our locations.

We manage approximately 35,500 acres of land, most of which is green space within our cemeteries, providing families a natural and peaceful environment to grieve the loss of their loved ones. Our cemeteries often serve as community parks in certain urban areas and these open green spaces make a valuable environmental contribution to help reduce concentrations of greenhouse gases in the atmosphere. We are currently

undertaking a project to capture consumption data from our numerous locations' utility providers to understand and manage our usage and environmental impact. As we actively work to better understand our impact on the environment, we expect to continue enhancing our environmental reporting in the years to come.

We are proud to showcase our ESG journey throughout this sustainability report with a special focus on our social impact. Our caring and compassionate culture is stronger than ever and we are prepared to adapt to the changing desires and needs of our client families and to continue providing support during one of the most difficult times in a person's life. Here at SCI, we want to ensure our Company is sustainable in supporting our long-term growth model, which includes a strong culture, solid governance program, respect for our environment, and a connection to our communities.



Tom Ryan
President, Chairman of the Board, and CEO
March 25, 2022

Table of Contents

2	Message to Stakeholders	7	Social	23	Governance
4	Table of Contents	8	Associate Engagement Efforts	24	Our Governance Policies and Practices
5	SCI Overview	9	Inclusion and Diversity	26	Cybersecurity
6	Environmental, Social, and Governance (ESG) Program Overview	14	Commitment to our Workplace, Community, & the Families We Serve	27	Corporate Governance Highlights
		15	Community Involvement	29	Environmental
		18	Client Family Satisfaction	30	Our Sustainability Efforts
		19	COVID-19 Pandemic Response	32	Our Environmental Initiatives
		21	Our Social Policies and Practices	33	Supply Chain Management and Reduction of Resources
				34	Cautionary Statement on Forward-Looking Statements

About this Report

This 2021 Sustainability Report demonstrates our commitment as a contributing corporate citizen in having a positive impact on the people, communities, and environment in which we live and work. Included in the report are a range of topics covering environmental and social programs, as well as the governance structure in place to support and oversee our activities. We anticipate reporting our ESG progress

on an annual cycle. Our stakeholders include our associates, the families we serve, the communities we work in, and our investors.

Data used within the report is for the year ended December 31, 2021.

In preparation of this report we have begun utilizing the disclosure guidance from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related

Financial Disclosures (TCFD) for reporting ESG matters relevant to the Company.

As used herein, all references to “SCI,” “Service Corporation International,” or the “Company” refer to Service Corporation International and all its affiliated companies. Some of the photos used in this report may have been taken prior to the COVID-19 pandemic and, therefore, may not reflect current social distancing guidelines.

SCI Overview

SCI is guided by our purpose, values, and vision to treat each other, our client families, and their loved ones with dignity and respect. Many of us see our work as a calling. We are a team of caregivers with a passion for compassion.

Every time a family chooses us, we have the enormous privilege of making a challenging time a little easier, giving them the support they need and celebrating their loved one in the way they choose.

Our Purpose

We are a Company committed to supporting families during difficult times and dedicated to celebrating the life and legacy of every loved one with professionalism, compassion, and attention to detail.

Our Core Values

- ◆ RESPECT
- ◆ INTEGRITY
- ◆ SERVICE EXCELLENCE
- ◆ ENDURING RELATIONSHIPS

Our Vision

Celebrating life with dedication, excellence, and innovation.

Our Size

<p>24,658 ASSOCIATES</p> <p>1,471 FUNERAL SERVICE LOCATIONS</p> <p>488 CEMETERIES (of which 299 are combination locations)</p>	<p>690,028 FAMILIES SERVED ANNUALLY (2019-2021 average)</p> <p>44 STATES PLUS THE DISTRICT OF COLUMBIA AND PUERTO RICO IN USA</p> <p>8 PROVINCES IN CANADA (as of December 31, 2021)</p>
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There is no greater responsibility than honoring and preserving the story of one’s life. We help families create meaningful memorials to truly celebrate the life of their loved one.
 — Jay Waring
 Senior Vice President and Chief Operating Officer

Environmental, Social, and Governance (ESG) Program Overview

This Sustainability Report demonstrates the importance we place on embedding a sustainability mindset into our business and culture, as well as the need for enhanced transparency about our current environmental, social, and governance (ESG) focus

areas and strategy. The large number of associates we employ and families we serve guide our purpose and core values, making our Company’s social impact our primary focus.


Recent Key Accomplishments



Added senior management position to oversee inclusion and diversity.



Undertaking a project to capture consumption data from our numerous locations’ utility providers to understand and manage our usage and environmental impact.



Held second Women’s Leadership Conference during the pandemic, which was a virtual three-day event that allowed female leaders to connect, share ideas and develop and enhance skills.

Our Board of Directors, continue to evolve including the addition of a new Board member this year.




Added a fifth Associate Resource Community, SOAR, which supports, elevates, empowers, and encourages women.

Published this Sustainability Report with additional metric disclosures around turnover and our workforce demographics.



Social

Our associates are the key to our Company's future. It is their compassion, positive outlook, and enthusiasm that heighten our level of care for families and propel our Company's continued success. We aim to be the best, the brightest, and the most experienced in our profession. We strive for a workplace where ideas are welcomed, efforts are recognized, suggestions are put into practice, and innovative programs are deployed.

At SCI, we also believe in supporting causes that enhance and promote the well-being of the communities where we do business. Through strategic partnerships with multiple organizations, we make a difference in the communities where our associates and client families live, work, and play.



Associate Engagement Efforts

GREAT PLACE TO WORK

Since 2017, we have been certified by Great Place to Work®, the global authority on high-trust, high-performance workplace cultures. We constantly focus on improving associate satisfaction and developing innovative programs.

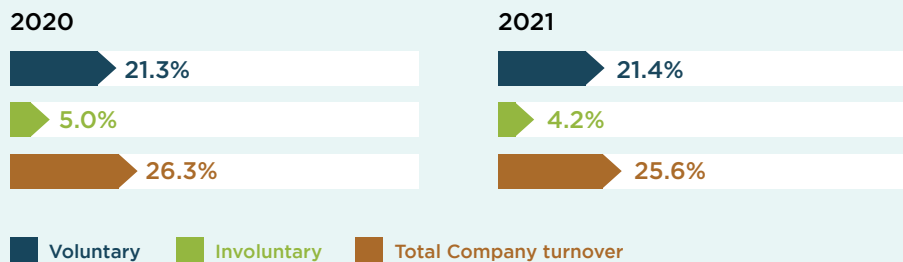
Each year, a survey of our associates has provided increasingly positive remarks on our culture, the way we care for each other, and our sense of camaraderie. We outscore many of the top surveyed companies in the area of pride in what we do. Since 2019, we have also been named one of Fortune’s 35 Best Places to Work in our industry classification.

89% OF ASSOCIATES SAY THAT THEIR WORK HAS SPECIAL MEANING.
80% OF ASSOCIATES SAY THAT SCI IS A GREAT PLACE TO WORK.
90% OF ASSOCIATES FEEL THEY ARE TREATED FAIRLY REGARDLESS OF THEIR RACE AND GENDER.
89% OF ASSOCIATES FEEL A SENSE OF PRIDE WHEN LOOKING AT WHAT WE ACCOMPLISH.

Great Place To Work® Certified SINCE 2017™

Company Average Turnover

Our turnover rates have remained stable throughout the COVID-19 pandemic.



Employee Assistance Program (EAP)

Our employee assistance program offers free and confidential masters-level counseling services for associates who may be facing challenges outside of the workplace.

The EAP can help our associates and their families address a variety of personal concerns to support well-being at work and at home. The program provides access to resilience tools, educational resources, and referral services.

Inclusion and Diversity

WE BELIEVE IN THE POWER OF INCLUSION, AND WE RESPECT OUR FELLOW ASSOCIATES' WORK, IDEAS, BELIEFS, AND LIFESTYLES.

Through programs such as our Women's Leadership Conference and Associate Resource Communities (ARCs), colleagues with similar interests connect with others for networking and opportunities for growth. Our leadership team is committed to advancing inclusion and diversity within the workplace by embracing the many backgrounds and perspectives that make each of us unique. We recently added a senior management position to oversee inclusion and diversity. This role is critical in supporting the Company's belief that diversity of talent is a key driver of better business outcomes.

INCLUSION AND DIVERSITY COMMITTEE

In 2017, we established an Inclusion & Diversity Committee to establish and execute a vision for incorporating inclusion and diversity into our business strategy. Since then, we implemented a variety of policies and programs designed to foster a culture of inclusion, including:

CEO Action for Diversity & Inclusion™	Associate Resource Communities (ARCs)	SCI Women's Leadership Conference
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CEO Action for Diversity & Inclusion






Recognizing that change starts at the executive level, in 2017 CEO, Chairman, and President Tom Ryan joined the CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advancing inclusion and diversity in the workplace.



Our people make us who we are, and our differences make us stronger. We foster an inclusive culture where people of all walks of life can build a rewarding career and achieve their full potential.

Associate Resource Communities (ARCs)

Our Associate Resource Communities, or ARCs, are voluntary, collaborative groups connecting colleagues with similar interests for networking, mentorship, and engagement in the business. Our ARCs inspire meaningful change within our Company and the communities we serve by leveraging our associates’ diverse perspectives and backgrounds.

	<p>SALUTE aims to inspire, empower, support, and educate veterans, their families, and veteran advocates through a team dedicated to veteran wellness, leadership, and advancement.</p>
	<p>UNITE advocates for our LGBTQ+ associates and believes that associates who are comfortable bringing their whole selves to work can inspire meaningful change within the Company and help leverage diverse perspectives and backgrounds.</p>
	<p>EMBRACE focuses on equality and service by nurturing a culture which ensures the inclusion and representation of Black people as a part of its corporate, community, and customer footprint.</p>
	<p>ADELANTE champions the needs and advances the interests of Hispanic associates, customers, and communities through broadened awareness and appreciation of the rich histories, cultures, and traditions that comprise a collective Hispanic heritage.</p>
	<p>SOAR cultivates an inclusive environment that supports, elevates, empowers, and encourages women.</p>



Adelante members celebrate the heritage and traditions of a collective Hispanic culture.

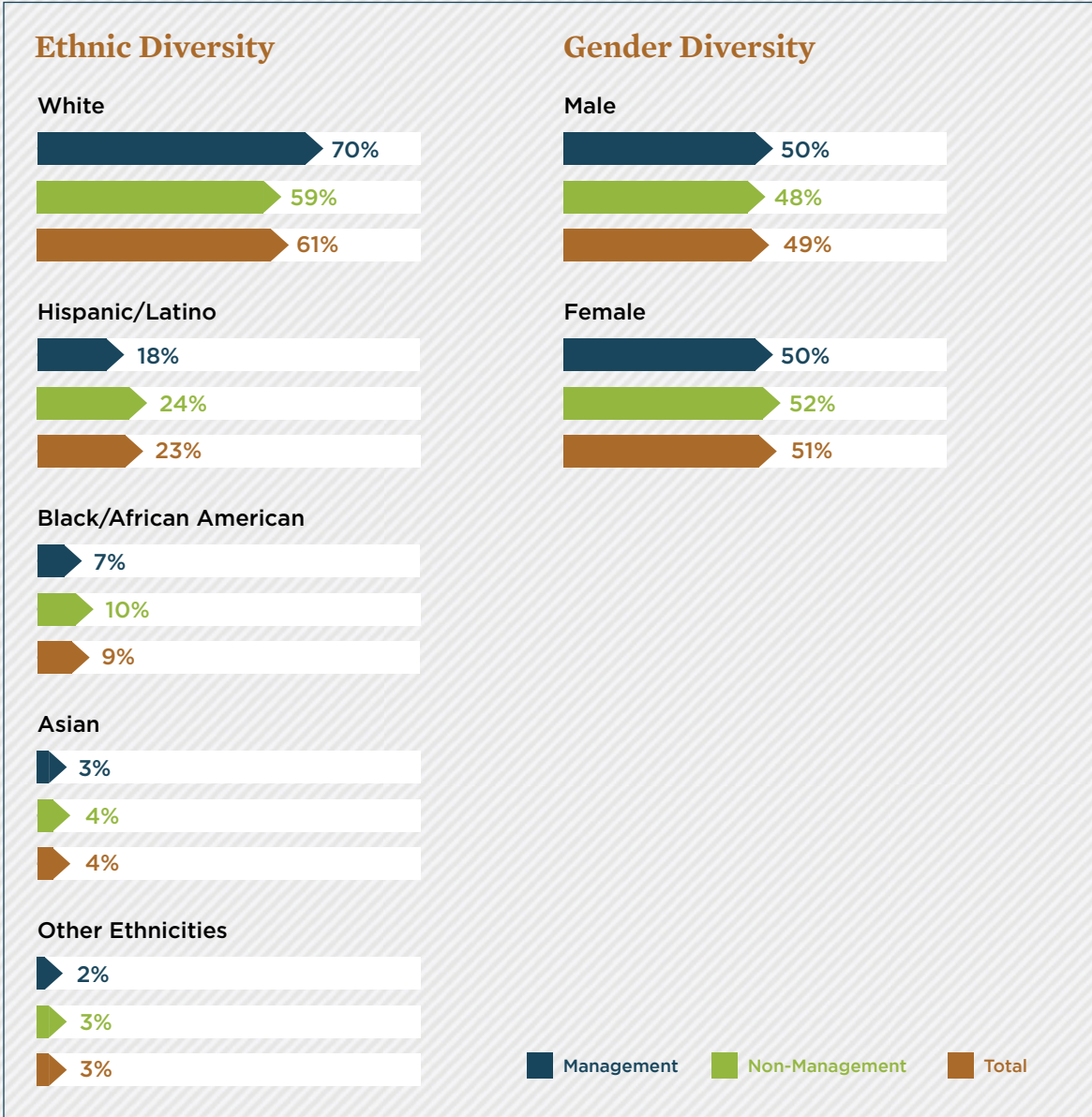


Members of SALUTE honor veterans on Veteran’s Day (left) and UNITE members celebrate Pride Month in the community (right).



EMBRACE members support and advocate for the Black community through volunteer events.

Our Diverse Workforce



INSPIRE
 INVEST
 INCLUDE
2021

Women's Leadership Conference

LIMITLESS LEADERSHIP

SCI Women's Leadership Conference

Women make up half of our workforce and bring unique perspectives and a range of strengths to the workplace. The SCI Women's Leadership Conference inspires and invests in our female leaders by providing them an opportunity to connect, share ideas and enhance their leadership skills.

We embrace and value the many backgrounds and perspectives that make our workforce diverse, allowing us to remain relevant to the diverse families we serve.

TALENT DEVELOPMENT

SUPPORTING THE PROFESSIONAL GOALS OF OUR ASSOCIATES IS A PRIORITY AT SCI.

Helping our associates achieve their career aspirations is important to us. Many of our associates started in entry-level positions and now hold leadership roles. In addition to development programs and a robust online training portal, associates may participate in mentoring programs and take advantage of tuition reimbursement and discounts through our many university partnerships. SCI also proudly offers scholarship and apprenticeship programs to those interested in joining our profession.

Ensuring associates can reach their full potential, we offer a wide range of tools and resources. We take special interest in helping associates grow in their roles and provide clear career paths to help them achieve their career goals.

Dignity University®

To provide the best service, our associates need the best tools. Dignity University, our robust training platform, offers over 2,500 courses to enhance associates' knowledge and skills. These include online instruction, in-person classroom training and virtual instructor-led courses to provide diverse learning opportunities. The user-friendly application offers personalized coursework, trending topic recommendations, and specific mandatory job role courses.



Leadership Training

We seek diverse perspectives from our associates. In fact, our required management skills training course, Leading With Dignity, teaches leaders to address different communication styles, establish a positive and inclusive work environment, deliver effective and actionable feedback, and execute best practices for recruiting and retaining talent. Additionally, we offer inclusive leadership training to associates developing a greater awareness of our inclusion and diversity journey.



We are a Great Place to Work® because of our commitment to developing our most valuable asset: our associates. Due to our size and scale, associates have access to countless training courses, including online, virtual, and live classroom sessions, as well as scholarship, apprenticeship, and individualized mentorship programs.

SCI Scholarship Program and Apprenticeship Program

We established the SCI Scholarship Program promoting excellence in funeral service by recognizing and supporting mortuary students with exceptional leadership potential, and investing in the future of our profession. Read more about our scholarship program and how to apply [here](#).

Associates also have the opportunity to take advantage of our ongoing Apprenticeship Program providing the practical experience necessary to obtain a professional Funeral Director/Embalmer license.



Day In the Life Program

New associates in our corporate offices have the opportunity to participate in our Day In the Life program, by spending time working with our colleagues at our funeral homes and cemeteries. Participants have the chance to experience what a typical workday entails for our teams that interact with families we serve. This program illustrates the delicate balance of exhibiting care and compassion while also meeting the business objectives of our Company.



Mentorship Program

We offer year-long mentorship programs providing participants an active learning opportunity to grow their skills through well-matched, one-on-one partnerships. Mentors offer a global vision and broad perspective to mentees around specific business and developmental activities. The program has impacted many associates over the years, and continues to expand.



Tuition Reimbursement

To help our associates reach their career goals, we offer a tuition reimbursement program which allows associates to improve their job skills and technical knowledge, while defraying education-related expenses. Associates who wish to further their education may receive up to \$5,250 annually through this program. In addition, we have established several university partnerships that enable associates to earn a Bachelor's or Master's degree at discounted tuition rates.



Training by the numbers

We support the personal and professional goals of our associates.



SCI LEADERS COMPLETED
9,000 HOURS
OF LEADERSHIP DEVELOPMENT
TRAINING IN 2021



DURING 2021,
165,000 HOURS
OF COMPLETED TRAINING WERE
DEDICATED TO ETHICS, HEALTH
AND SAFETY, PRIVACY AND
CYBERSECURITY



SCI ASSOCIATES SPENT
245,000+ HOURS
COMPLETING DIGNITY
UNIVERSITY® ONLINE COURSES
IN THE PAST YEAR

Commitment to our Workplace, Community, & the Families We Serve

ENSURING A SAFE & ETHICAL WORKPLACE

We are committed to ensuring a safe workplace for all our associates and conducting all aspects of our business with the highest ethical standards. We strive to maintain a culture where that commitment is an integral part of our business practices and continually reinforced through our communications and training.

CODE OF CONDUCT

Our **Code of Conduct** provides the foundation of who we are as an organization and helps define what families, vendors, and colleagues can expect every time they interact with us. It considers our spirit of inclusion and enables us to leverage our diverse perspectives to make ethical business decisions that align with our core values.

ETHICS TRAINING

Every associate is required to complete our standard ethics training entitled “This is Who We Are.” This video-based training module addresses the importance of ethics in all client interactions and in business conduct related to our profession.

HEALTH & SAFETY

Our Health, Safety, and Environmental (HSE) Compliance Services Department’s mission is to provide efficient and effective compliance and review services in support of our safety mission, policies, and procedures.

Our team works with our funeral homes, crematories and cemeteries to comply with health, fire, and environmental safety standards, providing a safe workplace for our associates. They also ensure we remain an ethical steward of regulatory compliance by promoting a culture of shared accountability. Our Compliance Services team assists with OSHA inspections, reviews matters related to the Americans with Disabilities Act, and provides assistance and guidance on corrective matters.

We provide many training resources and mandatory online courses for associates on topics including office safety, fire safety and prevention, and forklift safety awareness.



Since 2012, we have provided more than \$1.6 million in tax-free grants to associates impacted by federally-declared natural disasters, such as hurricanes, earthquakes, wildfires, and tornadoes. We also provide displaced associates with a per diem to cover unexpected costs, including hotel stays, food and clothing, and other personal items. SCI associates often come together to clean up and support each other and their communities after a natural disaster, as seen in the photograph above in Louisiana after a recent hurricane.

Community Involvement

AT SCI, WE BELIEVE IN GIVING BACK AND ARE COMMITTED TO SUPPORTING CAUSES THAT ENHANCE AND PROMOTE THE WELL-BEING OF THE COMMUNITIES WHERE WE DO BUSINESS. THROUGH STRATEGIC PARTNERSHIPS WITH MULTIPLE ORGANIZATIONS, WE MAKE A DIFFERENCE IN THE COMMUNITIES WHERE OUR ASSOCIATES LIVE, WORK, AND PLAY.

FOSTERING A CULTURE OF GIVING AND VOLUNTEERISM

Everything we do is in support of people – our associates, the families we serve, and the people who live in the communities where we operate. One of the many ways we are uniquely positioned to fulfill that commitment is through the Dignity Memorial Foundation, our Company’s nonprofit charitable giving arm. To drive our long-term charitable giving objectives, we funded \$6 million to the Dignity Memorial Foundation in 2020.

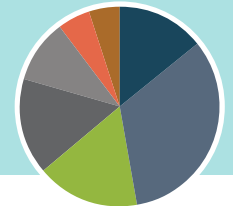
We also established a new charitable giving strategy that aligns with our core values and business strategy, and with the causes our associates care about the most. As part of the new strategy, established in 2020, giving through the Dignity Memorial Foundation is guided by three mission statements that support our signature causes:

- **Honoring Those Who Serve:** We are dedicated to supporting and honoring military veterans.
- **Comforting Those Who Grieve:** We are determined to ensure no one grieves alone.
- **Celebrating the Significance of Life:** We are committed to raising awareness of the life-saving gifts of organ, eye, and tissue donation.


We have developed multi-year partnerships with nonprofit organizations whose programming aligns with these missions, including the Tragedy Assistance Program for Survivors (TAPS), the National Alliance for Children’s Grief, and Donate Life America. We also support the United Way of Greater Houston and Southeast Louisiana.

Charitable Giving at a Glance


\$4.2 MILLION
 SERVICE CORPORATION
 INTERNATIONAL'S 2021
 CHARITABLE GIVING




- **Signature Causes \$879,000**
 Grief Support \$325,000
 Veterans \$287,000
 Organ & Tissue Donation \$267,000
- **Local Contributions \$1.3 million**
- **Associate Fundraising \$652,000**
- **Company Match Programs \$611,000**
- **Funeral Profession Development \$400,000**
- **ARC Charitable Giving \$205,000**
- **Board Service Grants \$191,000**




Honoring those who serve is one of our company’s steadfast missions. TAPS provides comfort, care, and resources to all those grieving a military or veteran loss. Their programming includes educational seminars, grief camps for children and teens, grief support groups, peer mentorships, and more. Through our partnership with TAPS, we can support all those who have experienced a military or veteran loss, and the veteran community.



Comforting those who grieve is a shared purpose of SCI and the National Alliance for Children’s Grief, which provides resources and education for professional and family caregivers supporting grieving children and teens. Their extensive network of member organizations provides opportunities for our funeral home locations to better support the families we serve.



Through our partnership with Donate Life America, we provide service excellence to families of organ, eye, and tissue donors, as well as resources to support them through the grieving process. We are also able to build enduring relationships with the community and make a direct impact by advocating for individuals to [register](#) as an organ, eye, and tissue donor.



SCI is a long-time supporter and committed champion of the United Way of Greater Houston and Southeast Louisiana, where our corporate offices are located. We believe supporting United Way is the best way to reach myriad community-based organizations dedicated to strengthening the local area. Through the Dignity Memorial Foundation, SCI matches associate donations dollar for dollar.

In addition to the programs listed above, SCI supports and encourages associates to help the communities we serve through volunteerism and our national and local programs, including:

Dignity Memorial® Homeless Veterans Burial Program

Through the Dignity Memorial Homeless Veterans Burial Program, we offer dignified funeral services with military honors to homeless or indigent veterans. We are proud to partner with the U.S. Department of Veterans Affairs and other veterans’ organizations to ensure the fine service members who served our country are not forgotten.



Serving the communities where we work is a natural extension of our caregiving culture. Our teams continuously find ways to become involved in local community events.



Our wide range of community programs is deeply rooted in our commitment to provide comfort during difficult times. By partnering with national nonprofit organizations, honoring those who serve and comforting those who grieve, we are committed to supporting causes that enhance and promote the well-being of people from all walks of life.

Dignity Memorial Public Servants Program

The Dignity Memorial Public Servants Program recognizes the courage and selflessness of first responders who serve our communities. This program offers, at no cost, dignified and honorable tributes, including funeral services and cemetery property, for career and volunteer law enforcement officers, firefighters, and emergency services personnel who fall in the line of duty. Over the years, we have been privileged to serve hundreds of fallen heroes.

Assistance with Veterans Benefits

Every veteran is entitled to receive certain Veteran's Affairs benefits, but these do not come automatically. Whether veterans and their families are planning or have an immediate need, our knowledgeable advisers can help them to understand and maximize the benefits they're entitled to receive. Our Dignity Memorial brand is also the preferred provider of funeral and cremation services for members of the Veterans of Foreign Wars and certain State Departments of the American Legion.

Dignity Memorial Guidance Series®

The loss of a loved one and the accompanying grief can be extremely difficult. To help people cope, we developed the Dignity Memorial Guidance Series featuring the insights of renowned grief experts. This extensive collection of booklets and brochures offers professional advice and compassionate guidance to help caregivers assist others in dealing with the complex emotions of grief.

In Times of Tragedy

When our communities hurt the most, we are there to help. In the aftermath of national tragedies, including natural disasters and mass shootings, our teams work closely with local and state authorities to provide resources, equipment, and volunteers.

We may provide free or deeply discounted services to families affected by these tragedies in an effort to alleviate the financial burden of an unexpected funeral. We also know that grief is ongoing, and we help our communities commemorate, honor, and remember the lives lost on the anniversary of recent tragedies.

Continuing Education for Professional Caregivers

We are committed to educating professional caregivers about the funeral profession, so together, we can effectively support families of all cultures and religions and provide a continuum of care for the individuals we serve. In partnership with the Hospice Foundation of America, participating locations offer free funeral education courses to professional caregivers for continuing education credit.

Dignity Memorial LIFT®

The Dignity Memorial LIFT program, offered in select areas, helps widows and widowers adjust to the loss of a spouse. Activities such as luncheons, sporting events, holiday activities, day trips and educational seminars provide opportunities for attendees to socialize with others who share similar feelings and experiences. There are no fees or dues to participate in the program. Members are only responsible for their meals or personal expenses, and participation is not restricted to those who have been served by Dignity Memorial providers.

Compassion Helpline®

Funerals and memorial services are just one part of the grieving process, and we are committed to supporting the families we serve before, during, and after the service. We are proud to provide families with helpful benefits and resources, such as the 24-hour Compassion Helpline, which provides free confidential phone access to professionals trained in grief counseling.



Client Family Satisfaction

AS CAREGIVERS IN THE FUNERAL AND CEMETERY PROFESSION, WE KNOW THAT EVEN THE SMALLEST ACT OF KINDNESS CAN MAKE AN ENORMOUS DIFFERENCE. WE SHOW COMPASSION TO OUR CLIENT FAMILIES EVERY DAY, AND THEIR SATISFACTION IS OF THE UTMOST IMPORTANCE.

To emphasize the importance of customer satisfaction, in 2020 the Compensation Committee of the Board of Directors introduced an ESG metric into the annual performance-based compensation plan for the Executive Leadership Team. This non-financial performance measure is tied to online customer satisfaction ratings, specifically Google Stars, aligning the compensation of our leadership team with how we serve families. In 2021, the Compensation Committee increased the threshold of the modifier further, up to 4.25 from 4.0, signifying the importance of satisfied client families. We believe this modifier encourages industry-leading service excellence and connects our compensation program to our social values.



ONE OF A KIND

We are the only family of funeral homes and cemeteries that measures the voice of customers we serve through a customer satisfaction program administered by J.D. Power. Since the program began in 2005, we have received over one million survey returns as well as exceptionally high marks for customers who would use our services again and their likelihood to recommend us to a friend.

As a result of this ongoing dedication to service excellence and enduring relationships, we were honored with the J.D. Power President's Award for Exemplary Customer Service. Today, only 13 other companies, none of which are in our industry segment, have achieved this distinction in J.D. Power's 50-year history.



Serving families is our passion, our commitment, and our expertise. Our caring teams understand the funeral and interment customs of many faiths and cultures, and can help plan a special and fitting tribute to honor those beliefs.

COVID-19 Pandemic Response

Our pandemic-related decision making and response evolved as the effects of the pandemic grew. In the initial stages, a COVID-19 Task Force was formed. The Task Force was chaired by Jay Waring, Senior Vice-President and Chief Operating Officer and included associates from operations; human resources; health, safety, and environmental compliance services; corporate communications; legal; and supply chain management. The goal of the Task Force was to facilitate an agile response to the pandemic and its impacts on our associates, customers, communities, and business. The Task Force considered the best way to serve our client families, ensured safe working conditions, provided personal protective equipment (PPE) for our associates, provided responsive and supportive human resources policies, and brought peace of mind to our associates related to job security.

Associates, Client Families, and Communities

SCI remains deeply committed to the health and well-being of our associates, our client families, and our communities. To maintain a safe environment for all, we implemented the following measures:

- Developed and adopted the Dignity Memorial Health & Safety Standards, a comprehensive 32-page health and safety guide that complies with the highest standards provided by The Centers for Disease Control and Prevention (CDC). This guide outlined actions to be taken to reduce the risk of exposure and further spread of COVID-19.
- Developed and adopted modified operational procedures and practices based on guidance provided by the CDC, including protocols on decedent care and managing personal belongings.

ASSOCIATES

The health and safety of SCI associates has been and continues to be a top priority. Because of this, the Company has provided expanded benefits and implemented additional measures, some of which were:

- Awarding over \$22 million over the last two years in “hero bonuses” and other bonuses to associates in recognition of their courageous efforts and dedication to serving families during the pandemic.**
- Providing additional paid time off to associates who test positive for COVID-19 or need to care for a loved one or family member with COVID-19.
- Encouraging corporate office and certain field administrative associates to work remotely, if possible.
- Avoiding Company layoffs, mandatory furloughs, reductions in workforce or non-executive associate pay cuts because of the impact of COVID-19.
- Communicating the Company’s Employee Assistance Program (EAP), which provides associates with 24/7 access to a licensed counselor at no cost.
- Working with the International Cemetery, Cremation & Funeral Association (ICCFA) to successfully lobby the National Academies of Sciences, Engineering, and Medicine (NASEM) to help ensure funeral industry professionals have priority to receive the COVID-19 vaccine and were able to serve as essential workers during the pandemic.

CLIENT FAMILIES

Since the onset of the COVID-19 pandemic in North America, SCI associates implemented creative solutions to continue serving families with care and compassion. Some of these actions include:

- Providing virtual arrangements and cemetery property tours for client families who prefer to avoid an in-person meeting.
- Investing in technology to provide complimentary livestreaming of services, allowing family and friends to attend virtual services to express their condolences.
- Developing and adopting guidelines for virtual witnessed cremations, allowing client families to be present with their loved ones utilizing technology in lieu of in-person viewing.
- Extending visitation and service hours to allow family and friends to come in limited groups to pay their respects to the family. After each group departs, our teams disinfect public areas before allowing the next group of visitors to enter and participate in the visitation.
- Adding an online guide to our websites to assist client families with arranging remote meetings.
- Implementing new catering standards that meet or exceed health standards.
- Instituting payment options to help customers manage through the financial impacts of COVID-19.

COMMUNITIES

SCI responded to the needs of communities we serve in multiple ways, including:

- Funding a \$6 million contribution in 2020 to the Dignity Memorial Foundation for future community giving efforts.
- Making charitable contributions to food banks in various communities most impacted by COVID-19 and hosting collection drives to support local food pantry programs and homeless shelters.
- Contributing to the Veterans of Foreign Wars Foundation's (VFW's) Unmet Needs program, which provided qualifying military and veteran families impacted by the effects of COVID-19 with financial assistance for basic needs, including groceries, medical bills, and electric bills.
- Supporting small businesses, such as local catering partners and restaurants.
- Supporting our associates in their volunteer efforts across the country.



Despite the challenging circumstances, many teams implemented creative solutions to continue offering comfort and care to the families they served and their communities.

Our Social Policies and Practices

EQUAL EMPLOYMENT

Discrimination based on race, color, national origin, religion, ethnicity, age, sex, sexual orientation, gender identification, veteran’s status, disability, or any other legally protected status is strictly prohibited against any associate, applicant, customer, or any other person. This includes all employment decisions, such as recruitment, hiring, promotions, layoffs or terminations, rates of pay, and associate benefits.

By providing fair employment for all associates and ensuring that we are making hiring, promotion, and compensation decisions that support inclusion and diversity, we are fostering an inclusive culture that helps us leverage the diversity of backgrounds, experiences, thoughts, and perspectives among our team of associates, enabling us to make better business decisions and remain relevant with our customers.

EQUAL PAY FOR EQUAL WORK

We use benchmark data, where available, to establish competitive pay ranges, and through our annual performance and merit planning process, we review our associates’ compensation to ensure we are providing equal pay for equal work and performance, regardless of gender, race, or any other legally protected status. We are committed to reviewing our practices to ensure fairness.



Our policies and practices are guided by our purpose, values, and vision. We aim to treat our colleagues, our client families, and their loved ones, and our business partners with dignity and respect.

DISCRIMINATION AND HARASSMENT

Any type of discrimination, harassment, or other unwelcome conduct, on the basis of race, color, national origin, religion, ethnicity, age, gender, sex, sexual orientation, gender identification, veteran's status, disability or any other legally protected status, is not tolerated. Examples include (i) epithets, slurs, derogatory jokes, unwanted sexual advances, negative stereotyping, or intimidating acts; or (ii) written or graphic material circulated or posted within the workplace that shows hostility or degradation.

Sexual harassment directed at another on the basis of sex/gender is also not tolerated. Examples include (i) quid pro quo, which requires an associate to submit to sexual conduct in exchange for continued employment, promotions, or other job benefits, and (ii) hostile workplace harassment, in which the conduct interferes with an associate's work performance or creates an intimidating, hostile or offensive work environment.

Read more about our anti-discrimination policy in our [Code of Conduct](#).

JOB POSTING POLICY

We take special interest in providing associates with clear career paths to help them achieve their professional goals. Open job positions are posted to an internal jobs page for a minimum of five days so associates can learn about and pursue opportunities within SCI that may be of interest to them. This facilitates internal movement and professional job growth.

Ethics Link

We created Ethics Link to help associates navigate the gray areas, giving guidance regarding what is appropriate and consistent with our ethics policy and our commitment to ethical business practices. Associates can email their inquiries to EthicsLink@sci-us.com, and they will receive a prompt written response from the Assistant Vice President, Ethics and Business Conduct.

CareLine

Open, two-way communication is of the utmost importance. We encourage associates to come forward and discuss any concerns they have related to the workplace, including discrimination or harassment, with their manager. Associates also have the option to contact our CareLine anonymously to voice concerns. This resource is operated by an independent third-party firm that does not trace or record calls, and issues are investigated promptly.

Governance

Our commitment to sustainable corporate governance policies and practices enables us to provide long-term value to our broad range of stakeholders and deliver on our core values of Respect, Integrity, Service Excellence, and Enduring Relationships. Strong governance practices support our understanding of, and capability to respond to the varied needs of our stakeholders.



Our Governance Policies and Practices

HUMAN RIGHTS

Respect for all individuals is a core value at SCI. Ensuring that human rights are recognized and upheld is an area of importance to our associates, shareholders, customers, and the communities we serve. That's why our human rights statement is part of our [Code of Conduct](#).

Our Commitment

We commit to ensuring human rights are respected at SCI and will not tolerate human rights violations across our Company. We will not intentionally do work that supports or enables human rights violations. We strive to comply with all human rights laws and do not tolerate physical violence, threats, bullying or verbal abuse of any kind.

We also commit to addressing any adverse human rights impacting our supply chain of which we are aware. We require our suppliers, business partners, and other relevant stakeholders across our value chain to comply with our [Supplier Code of Conduct](#).

Human Rights Guiding Principles

We require our associates to adhere to the following principles, and expect the same from our suppliers and business partners:

- **Minimum Age for Employment** – we prohibit the employment of anyone under the legal working age as defined by local law. We do not tolerate the use of child labor.
- **Forced Labor** – we do not tolerate the use of forced or involuntary labor, including trafficking, prison labor, indentured labor, bonded labor, and any other forms of modern slavery.
- **Abuse and Harassment** – we prohibit the use of corporal punishment or other forms of physical or sexual harassment or abuse.
- **Discrimination** – we prohibit discrimination based on race, ethnicity, sex, sexual orientation, gender identification, disability, language, religion, political or other opinion, national or social origin, color, age, gender or other legally protected status.
- **Work Hours, Work Week and Payment of Wages** – we provide fair and equitable wages and other employment conditions in accordance with applicable local laws.



SCI's core values include Respect and Integrity and upholding human rights throughout our organization is an important part of our governance program.

● **Health and Safety** – we require working conditions to comply with all applicable laws regarding worker health and safety.

● **Bribery** – we prohibit improper payments in the conduct of our business and expect full compliance with all applicable anti-corruption laws.

We actively communicate the human rights guiding principles and expectations outlined above to associates, suppliers, business partners and other stakeholders through disclosures and engagement on our internal and external websites.

We also provide several ways for associates, suppliers, and other stakeholders to raise concerns or complaints. This includes the reporting of potential misconduct to managers, Human Resources professionals, the Legal Department, the Ethics & Compliance team, and our confidential CareLine.

CODE OF CONDUCT AND ETHICS

OUR CODE OF CONDUCT APPLIES TO ALL OF OUR ASSOCIATES. IT PROVIDES THE FOUNDATION OF WHO WE ARE AS AN ORGANIZATION AND HELPS DEFINE US AND WHAT OUR CLIENT FAMILIES, VENDORS, AND COLLEAGUES CAN EXPECT EVERY TIME THEY INTERACT WITH US.

It considers our spirit of inclusion and enables us to leverage our diverse backgrounds and perspectives so that we make ethical business decisions. We embody this spirit and our core values by complying with the Code, as well as all related policies, laws, and regulations.



We encourage you to read more in our Code of Conduct and learn about our practices and policies covering:

- General rules of conduct
- Discrimination and harassment
- Safe workplace
- Drugs and alcohol
- Company and customer property, information & records
- Fraudulent financial activity
- Antitrust/anti-competition policy
- Conflicts of interest and business gifts
- Accurate reporting of time, training and other information
- Accounting and disclosure practices
- Reports and filings with government agencies
- Government investigations and information requests
- Copyright policy
- Compliance with international trade laws and regulations
- Compliance with anti-bribery laws: business relationships
- Securities trading and investment policy (U.S. only)
- U.S. political contributions
- Records retention and litigation holds
- Intellectual property
- Respect for the deceased
- Guidelines for camera, audio, video, and recording devices
- Romantic or intimate relationships
- Personal and family relationships
- Social media policy

Whistleblower Policy & Information

In line with our core value, Integrity, our whistleblower policy protects reporting individuals from discharge, demotion, suspension, threats, harassment, or any other discrimination. Any complaint or concern, either written or verbally communicated, is shared with management or the Board of Directors.

Cybersecurity

The Company's information security program includes security awareness training, security operations, incident response, security governance, third-party risk management, IT security risk management, security architecture, and vulnerability management. The program also includes a Cybersecurity Governance Committee, which is a cross-functional team of management and associates that oversees our cybersecurity policies, programs, and projects.

Risk assessments are conducted when onboarding new services, including third party vendors, applications, and other technology services, when there are significant changes to IT or security architecture, and when systems are handling sensitive data.

Risks identified or reported are documented as part of our risk management process following an industry standard framework with a goal of remediation or mitigation. They are reported and reviewed by our leadership team for approval as required. Any exceptions identified are reviewed on a recurring basis and, if material, are reported to the Board.

In 2021, we are not aware of any known material cybersecurity breaches. In 2021, we periodically reported to the Board non-material cybersecurity incidents and our response to them.

Board level oversight

The Board recognizes the threats presented by cybersecurity incidents and is committed to the prevention, timely detection, and mitigation of the effects of any such incidents to the Company.

- ▶ The Audit Committee oversees the Company's cybersecurity risks.
- ▶ Management is responsible for identifying and managing cybersecurity risks and regularly reports to the Audit Committee on these matters.

Corporate Governance Highlights



OVERSIGHT OF ESG

The oversight of environmental and social matters, and the governance of these topics, is the responsibility of the Nominating and Corporate Governance Committee. Since 2020, the Nominating and Corporate

Governance Committee has reviewed matters presented by the ESG Steering Committee and addressed other related risks through various committee meetings throughout the year.



BOARD OF DIRECTORS

The **Nominating and Corporate Governance Committee** has broad oversight of ESG Matters. Other Committees are delegated oversight of certain ESG issues, for example the Audit Committee oversees cybersecurity risks.

CEO AND SENIOR EXECUTIVE SPONSORS

ESG STEERING COMMITTEE

Formed in 2020, this cross-functional team’s purpose is to support the Company’s ongoing commitment to managing human capital, the health and safety of our associates and client families, corporate social responsibility to our communities, corporate governance, sustainability, environmental impacts, and other public policy matters relevant to the Company.

Our focus is to measure what matters for our Company and to drive value for all our stakeholders.

The ESG Steering Committee includes management representatives from investor relations; corporate communications; legal; health, safety, and environmental compliance services; human resources; financial reporting; supply chain management; and the executive leadership team.

2021 highlights:

- Developing and disclosing Human Rights Statement
- Publishing this Sustainability Report

INCLUSION AND DIVERSITY COMMITTEE

Formed in 2017, this cross-functional committee of SCI associates oversees the development of inclusion and diversity programs at SCI, including the development of a mentoring program and Associate Resource Communities or ARCs. Since the committee was established, five ARCs have been formed, including EMBRACE and ADELANTE in 2020 and SOAR in 2021. See [page 10](#) for more details.

Current highlights include:

- CEO Action for Diversity & Inclusion™
- SCI Women’s Leadership Conference
- Leading With Dignity
- Job Posting Policy
- added a senior management position to oversee inclusion and diversity.

Please see [page 9](#) to learn more about our inclusion and diversity efforts and the current highlights listed above.



Environmental

SCI believes in the responsible use of resources to reduce adverse impacts on the communities in which we live and operate. An awareness of sustainability will be maintained as we look for opportunities to improve our end-to-end supply chain processes.



Our Sustainability Efforts

WE ACKNOWLEDGE OUR SHARED RESPONSIBILITY TO REDUCE THE IMPACT OF CLIMATE CHANGE ON THE ENVIRONMENT.

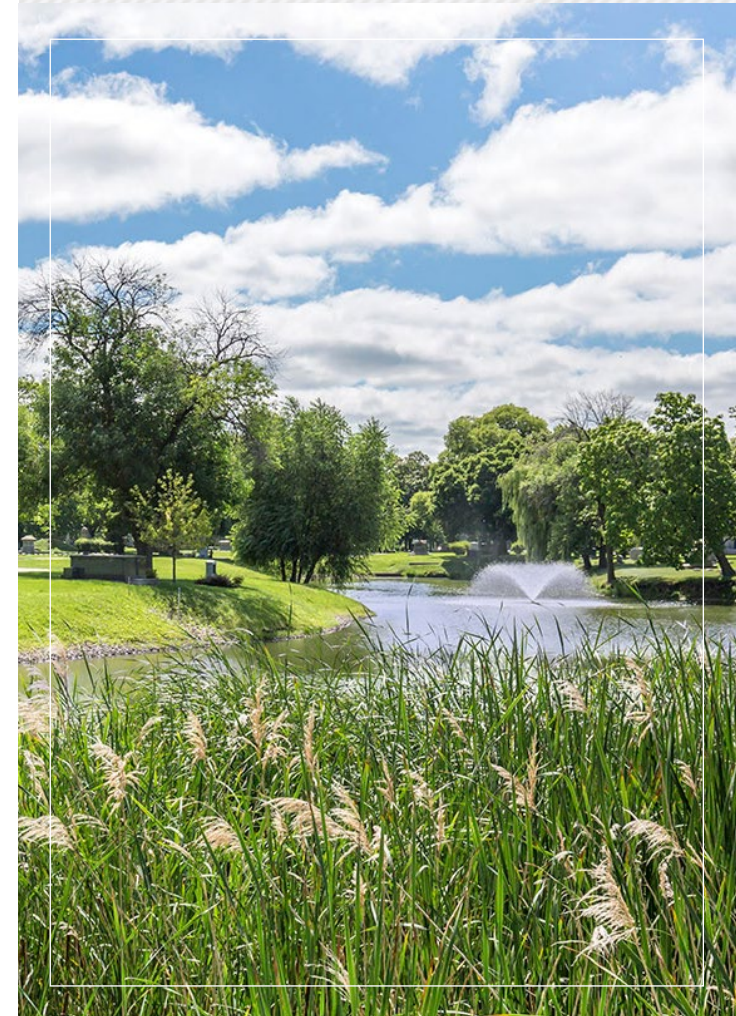
With this responsibility, there are factors that support our sustainability journey including researching and testing environmentally-innovative technology, assessing our carbon emission contributors, protecting our green space acreage, providing eco-friendly alternatives for families, and enhancing supply chain practices. As such, our commitment to environmental stewardship is focused on water conservation, energy management with opportunities to reduce our carbon footprint, environmentally-sustainable products and services, and capitalizing on opportunities for land conservation throughout our operations. We support these efforts and additional sustainable practices by collaborating with responsible and ethical suppliers.

EXPANDING OUR WATER CONSERVATION EFFORTS

We are exploring water recycling and reclamation efforts for converting wastewater into a reusable resource where this process may benefit ecosystems, improve stream flow, nourish plant life, and recharge aquifers, all as a part of the natural water cycle. In addition to our reclamation efforts, we are piloting water conservation technologies at a few of our cemeteries. Significantly, in Nevada, water is a precious resource. The introduction of UgMo, a cloud-based irrigation system carefully monitors our water usage at select locations to ensure we are watering the parks appropriately, our grounds are green and healthy, and we are not overwatering.

ENERGY MANAGEMENT

We understand our company footprint comes with responsibilities to monitor and evaluate our use of natural resources and its potential impact on the environment. In order to accurately track and measure our energy usage, we began implementing a utility usage reporting solution in 2021 to capture consumption across our 1,900+ locations. This new system and process will assist us with building an energy management program and is focused on our natural gas, electricity and water usage. These metrics will be visible in a new, consolidated reporting dashboard to provide insights into our energy usage and help identify potential opportunities for improvements. As we are in the midst of this energy metrics-building transition, we plan to report the results of our findings in the next sustainability report.



REDUCING OUR CARBON FOOTPRINT

We are evaluating our carbon footprint through the examination of processes within our business. Our fleet consists of approximately 6,500 vehicles, which includes funeral procession vehicles such as limousines and hearses, as well as trucks, vans, and cars for sales and operations associates. In 2019, we began testing the conversion of large vehicles with subcompact and hybrid vehicles in an effort to reduce fuel consumption. We plan to continue increasing the number of fuel-efficient vehicles in our fleet and are advancing our green initiatives by piloting electric cargo vehicles in select locations.

Additionally, we understand the importance of maintaining established environmental habitats. It is important for us to aid in the protection of

biological open spaces, resource protection areas, forest conservation areas, forest preserves, wetlands, multiple species protection areas, multiple habitat protection areas, and conservation easement areas. We believe in continuing to preserve these local environments and to offer natural habitat areas at many of our cemeteries. We manage approximately 35,500 acres of land, most of which is green space within our cemeteries that provides families a natural and peaceful environment to grieve the loss of their loved ones. As our cemeteries often serve as community parks in certain urban areas, we believe these open green spaces make a valuable environmental contribution to help reduce concentrations of greenhouse gases in the atmosphere.

ENVIRONMENTALLY-FRIENDLY PRODUCTS AND SERVICES

We recognize the importance of integrating innovative solutions that are beneficial to the environment. In order to reduce the amount of solid concrete at select cemetery locations, we have begun utilizing a sustainable, cost-effective product in new foundations and restorations for monuments, foot markers, and bronze markers. This new permeable technology is made from recycled plastic bags, reduces plastic waste, and is estimated to last over 400 years. This provides ground reinforcement and allows rain and storm water to pass through, thus enhancing reclamation management.






Along with using sustainable materials in the foundation of our monuments in certain markets, we offer families the opportunity to honor their loved ones with green, biodegradable products at many of our locations. We offer green burial services at our [Florida Neptune Memorial Reef](#) location to provide an eco-friendly resting place. We also offer all wood caskets and urn products made with natural, biodegradable materials.

8% of our product sales of caskets and urns comes from eco-friendly or biodegradable products that families have selected. Furthermore, with the purchase of select caskets, families may request a tree to be planted in a national forest. Planting a tree is a personal way to allow the memory of a loved one to live on while also contributing to one of the largest reforestation programs in North America. This exclusive program is provided by Batesville, our primary casket supplier, and in cooperation with the U.S. Forest Service, the Canadian Institute of Forestry and other international forestry and conservation groups. The species and location of plantings are based on areas of need – typically locations damaged by fire, floods or other natural disasters. This memorial not only pays tribute to the loved one but the planting of trees helps the environment by providing shelter for wildlife, reducing erosion, and contributing to the purity of the air we breathe. SCI's casket purchases contribute to approximately 30,000 tree plantings per year.

Our Environmental Initiatives

WE RECOGNIZE THE IMPORTANCE OF ENVIRONMENTAL MATTERS AND ARE USING THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) FRAMEWORK FOR GUIDANCE ON FUTURE DISCLOSURES.

We are currently exploring several opportunities regarding water consumption, energy conservation, and greenhouse gas emissions through the following initiatives:

 <p>Testing water-monitoring technology to measure soil data and assess irrigation patterns, and utilizing reclamation at select cemeteries</p>	 <p>Installing and piloting bioresomation units at select locations that utilize a water-based process instead of fire cremations to lessen the release of carbon emissions</p>	 <p>Approved installation of solar panels at certain locations</p>
 <p>Began converting electricity contracts to renewable sources in 2019</p>	 <p>Testing electric vehicles for the development of a potential electric vehicle strategy within our fleet</p>	



We are Green Burial Council Certified at Cedar Lawns Memorial Park in Washington and at our Neptune Memorial Reef®, off the coast of Florida where we offer special green burial services.

Supply Chain Management and Reduction of Resources

SUPPLY CHAIN POLICIES

We are committed to our sustainability efforts through evaluating water usage, reducing our carbon footprint, and partnering with responsible and ethical suppliers. The Supplier Code of Conduct outlines our minimum expectations regarding the workplace and business standards of suppliers, their parent entities, subsidiaries, affiliates, subcontractors, and any contributor to their supply chain. These expectations are considered the minimum requirements for doing business with SCI.

All suppliers must comply with all applicable state, federal, and local laws.



We are committed to creating a supply chain of local, diverse, and qualified suppliers and continue to foster an inclusive procurement approach engaging businesses owned by minorities, females, and veterans.

Learn more by reading our Supplier Code of Conduct.

Cautionary Statement on Forward-Looking Statements

THE STATEMENTS IN THIS SUSTAINABILITY REPORT THAT ARE NOT HISTORICAL FACTS ARE FORWARD-LOOKING STATEMENTS MADE IN RELIANCE ON THE SAFE HARBOR PROTECTIONS PROVIDED UNDER THE PRIVATE SECURITIES LITIGATION REFORM ACT OF 1995.

These statements may be accompanied by words such as “believe,” “estimate,” “project,” “expect,” “anticipate,” “predict,” or other similar words that convey the uncertainty of future events or outcomes. The absence of these words, however, does not mean that the statements are not forward-looking. These statements are based on assumptions that we believe are reasonable; however, many important factors could cause our actual consolidated results in the future to differ materially from the forward-looking statements made herein and in any other documents or oral presentations made by, or on behalf of, the Company. These factors are discussed below. We assume no obligation and make no undertaking to publicly update or revise any forward-looking statements made herein or any other forward-looking statements made by the Company, whether as a result of new information, future events, or otherwise.

Our affiliated trust funds own investments in securities, which are affected by market conditions that are beyond our control.

We may be required to replenish our affiliated funeral and cemetery trust funds to meet minimum funding requirements, which would have a negative effect on our earnings and cash flow.

Our ability to execute our strategic plan depends on many factors, some of which are beyond our control.

Our results may be adversely affected by significant weather events, natural disasters, catastrophic events or public health crises.

Our credit agreements contain covenants that may prevent us from engaging in certain transactions.

If we lost the ability to use surety bonding to support our preneed activities, we may be required to make material cash payments to fund certain trust funds.

Increasing death benefits related to preneed contracts funded through life insurance or annuity contracts may not cover future increases in the cost of providing a price-guaranteed service.

The financial condition of third-party life insurance companies that fund our preneed contracts may impact our future revenue.

Unfavorable publicity could affect our reputation and business.

We use a combination of insurance, self-insurance, and large deductibles in managing our exposure to certain inherent risks; therefore, we could be exposed to unexpected costs that could negatively affect our financial performance.

Declines in overall economic conditions beyond our control could reduce future potential earnings and cash flows and could result in future impairments to goodwill and/or other intangible assets.

Any failure to maintain the security of the information relating to our customers, their loved ones, our associates, and our vendors could damage our reputation, could cause us to incur substantial additional costs and to become subject to litigation, and could adversely affect our operating results, financial condition, or cash flow.

Our Canadian business exposes us to operational, economic, and currency risks.

Our level of indebtedness could adversely affect our ability to raise additional capital to fund our operations, limit our ability to react to changes in the economy or our industry, and may prevent us from fulfilling our obligations under our indebtedness.

A failure of a key information technology system or process could disrupt and adversely affect our business.

Failure to maintain effective internal control over financial reporting could adversely affect our results of operations, investor confidence, and our stock price.

The funeral and cemetery industry is competitive.

If the number of deaths in our markets declines, our cash flows and revenue may decrease. Changes in the number of deaths are not predictable from market to market or over the short term.

If we are not able to respond effectively to changing consumer preferences, our market share, revenue, and/or profitability could decrease.

The continuing upward trend in the number of cremations performed in North America could result in lower revenue, operating profit, and cash flows.

Our funeral and cemetery businesses are high fixed-cost businesses.

Regulation and compliance could have a material adverse impact on our financial results.

Unfavorable results of litigation could have a material adverse impact on our financial statements.

Cemetery burial practice claims could have a material adverse impact on our financial results.

The application of unclaimed property laws by certain states to our preneed funeral and cemetery backlog could have a material adverse impact on our liquidity, cash flows, and financial results.

Changes in taxation as well as the inherent difficulty in quantifying potential tax effects of business decisions could have a material adverse effect on the results of our operations, financial condition, or cash flows.

For further information on these and other risks and uncertainties, see our Securities and Exchange Commission filings, including our 2021 Annual Report on Form 10-K. Copies of this document as well as other SEC filings can be obtained from our website at www.sci-corp.com. We assume no obligation and make no undertaking to publicly update or revise any forward-looking statements made herein or any other forward-looking statements made by us whether as a result of new information, future events, or otherwise.



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SERVICE CORPORATION INTERNATIONAL
1929 ALLEN PARKWAY
HOUSTON, TX 77019
SCI-CORP.COM