

SERVICE CORPORATION INTERNATIONAL

Our People. Our Purpose.



*WE ARE A TEAM OF CAREGIVERS—
WITH A PASSION FOR COMPASSION.*

PRIDE IN WORK

We're a great place to work.

Great
Place
To
Work®

HERE'S WHAT OUR ASSOCIATES ARE SAYING:

“My work has special meaning: this is not just ‘a job’.”

91%

“I feel I make a difference here.”

89%

“When I look at what we accomplish, I feel a sense of pride.”

92%

Our journey with Great Place To Work® is one of constant improvement. Since our first survey, associates have provided increasingly positive remarks. We've received outstanding scores in the areas of taking care of each other and having a sense of camaraderie. Most notably, we also outscored some of the Fortune 100 Best Companies to Work For when it comes to the pride our teams take in their work.



“This Company is going to amazing places, and I'm so blessed to be a part of it and part of a new, diverse generation that the Company is investing in.”

JULIE TRAN

COMBO LOCATION MANAGER
San Diego, California

SPIRIT

Dedicated. Engaged. Innovative.

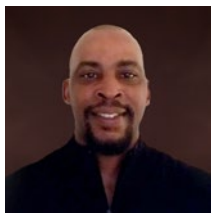


OUR ASSOCIATES ARE THE KEY TO OUR COMPANY'S FUTURE. It's their enthusiasm, positive outlook and compassion that heighten our level of care to families and propel our Company's continued success. We are the best, the brightest and the most experienced in our profession. We strive for a workplace where ideas are welcomed, efforts are recognized and suggestions are put into practice. It's why we constantly work on improving associate satisfaction and develop new programs and benefits to better our teams and Company as a whole. And it's why SCI is recognized as a Great Place to Work® since 2017.

COMPASSION

Serving families—and each other.

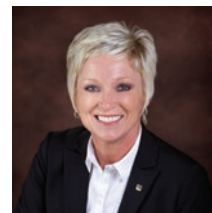
AT OUR CORE, WE SERVE FAMILIES — often at a time when they are most vulnerable having lost a loved one. For us, this is much more than just a job. It's a commitment to listen, anticipate and fulfill the needs of each family as if they were our own. From the funeral director to the grounds specialist, our pledge is to make a difficult time easier, a dark time just a little brighter. Nowhere will you find a group of caregivers more dedicated to this purpose. Both SCI's frontline associates and the support teams behind them share a drive for excellence and understand that we all work toward a common goal of providing families with compassionate care when they need it most.



“Service Excellence is our main priority. That means we do anything to go above and beyond to provide for that customer.”

TYRONE PALMER

GROUNDS & FACILITIES SUPERVISOR
Elkridge, Maryland



“We can never lose sight that we are here to serve families. We’re helping them through one of their most difficult days, and it’s all about taking care of them.”

SHERRY DAVIES

FUNERAL HOME MANAGER
Katy, Texas

COMPASSION can be found throughout our Company in the way we treat one another and give back to our communities. In times of natural disaster, we activate our disaster relief fund, helping colleagues and their families in need. Through associate donations and a dollar-for-dollar Company match, nearly \$1 million has been distributed to impacted associates. In addition, hundreds of associates have given their own time, physical labor and donations of personal items to assist coworkers during trying times.



“The days after Hurricane Harvey damaged my home were some of the toughest days in my life and SCI was there for me through it all. I will be forever grateful and feel fortunate to work for a Company that cares so much.”

ARIANA REYES

MARKETING COMMUNICATIONS SPECIALIST

Houston, Texas

INCLUSION & DIVERSITY

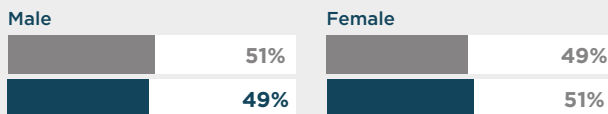
Celebrating our differences.



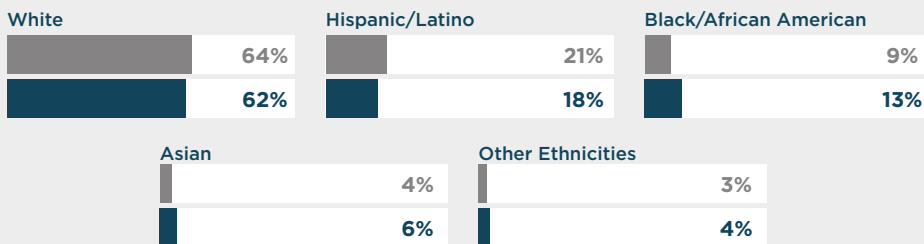
SCI WORKFORCE DIVERSITY

Our Company demographics closely mirror U.S. demographics.

GENDER



ETHNICITY



■ 2019 SCI Demographics

■ 2015 U.S. Census Numbers



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, and to embracing the many backgrounds and perspectives that make each of us so unique and help us remain relevant to the families we serve.

"I am very proud to be a part of this Company and excited to see this great movement of inclusiveness. The families we assist come from all walks of life, I'm proud to see that realized and celebrated."

MARK ALFARO

ADMINISTRATIVE ASSISTANT
Encinitas, California

PROFESSIONAL GROWTH

Supporting our associates.

TRAINING BY THE NUMBERS



Within its first two years of launch, SCI leaders have completed more than **66,000 hours** of **leadership development training**.



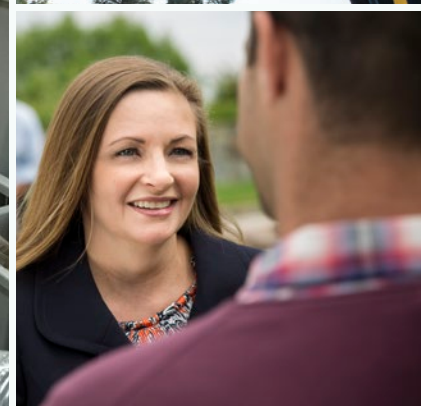
In the past year, SCI associates spent more than **42,000 hours** completing **Dignity University** online courses.



SUPPORTING THE PERSONAL AND PROFESSIONAL GOALS OF OUR TEAM MEMBERS is a priority at SCI. We provide opportunities for career growth. 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 offering more than 9,000 courses, associates can participate in mentoring programs and take advantage of discounts and tuition reimbursement through our many university partnerships. SCI is also proud to offer scholarship and apprentice programs to those interested in joining our profession. We understand the importance of work-life balance, which is reflected in our benefits such as baby bonding time and financial planning advice. Additionally, our employee assistance program offers 24/7 masters-level counseling services for associates who may be facing challenges outside of the workplace.

COMMUNITY

Fostering a culture of community and volunteerism.

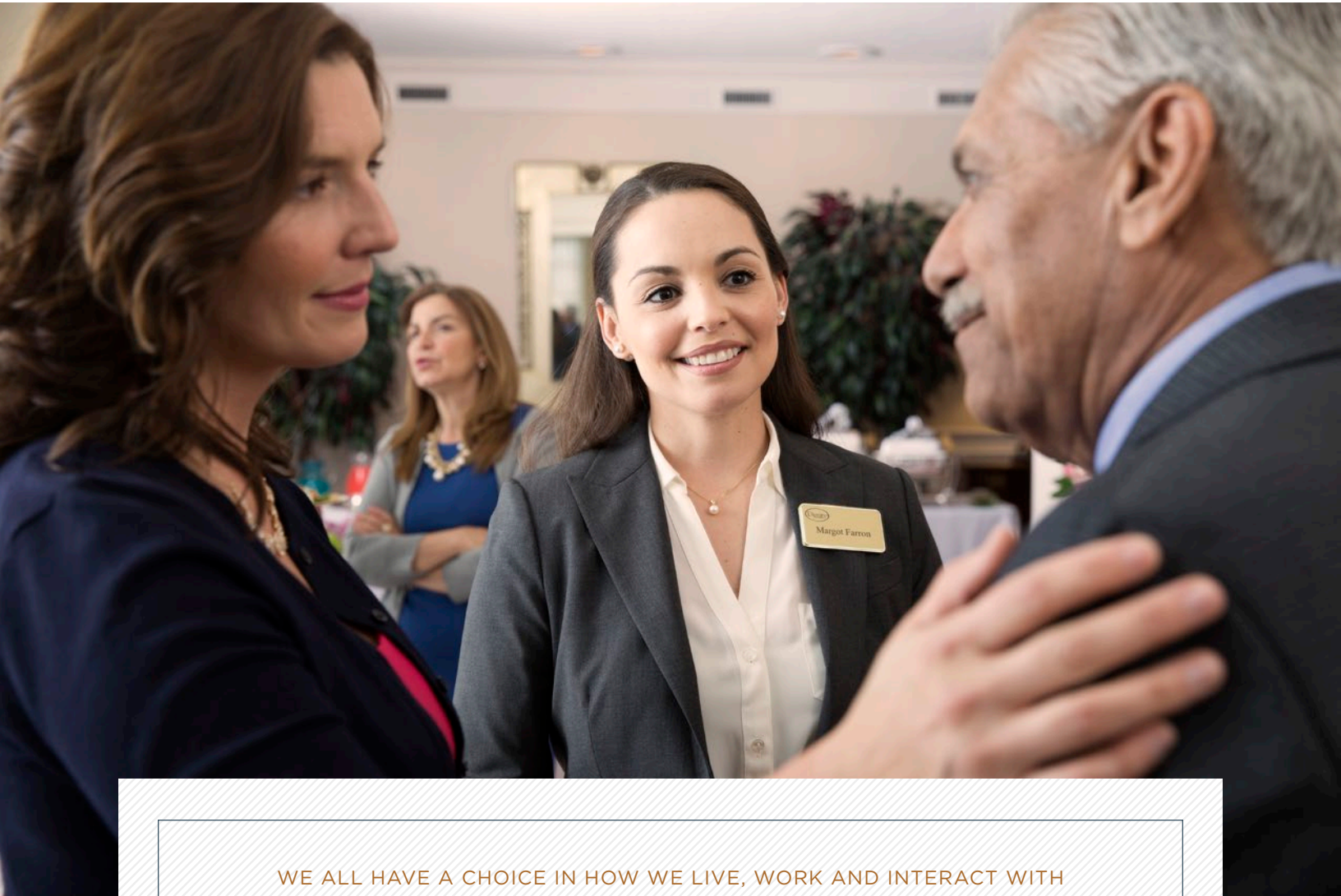


WE ARE PASSIONATE ABOUT SUPPORTING THE COMMUNITIES WHERE
WE DO BUSINESS AND WHERE OUR ASSOCIATES LIVE AND WORK.

SCI supports and encourages giving back to the communities we serve. In addition, as we are headquartered in Houston, we are an active supporter of United Way of Greater Houston, and we were the nation's top corporate team fundraiser for the 2018 American Diabetes Association's Tour de Cure. For decades, SCI has supported the men and women who serve our country through programs like our Homeless Veterans Burial Program, and by actively recruiting dedicated veterans to become part of our Company. Through our Public Servants Program, we also offer funeral and cemetery services, at no charge, to first responders who fall in the line of duty.

Living our values.

- > RESPECT > INTEGRITY > SERVICE EXCELLENCE
- > ENDURING RELATIONSHIPS



WE ALL HAVE A CHOICE IN HOW WE LIVE, WORK AND INTERACT WITH THOSE AROUND US. At SCI, we're more than 24,000 dedicated associates who understand that the support and compassion we bring to others—both inside and outside of our organization—is making a real and powerful difference every day.



Get to know us at SCI-Corp.com