

SERVICE CORPORATION INTERNATIONAL

# Our People. Our Purpose.



# *We are SCI*



## OUR ASSOCIATES ARE THE KEY TO OUR COMPANY'S FUTURE.

Their enthusiasm, positive outlook and compassion 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 to improve associate satisfaction and develop new programs.



# *Living Our Values*

*respect*

*integrity*

*service excellence*

*enduring relationships*

We are a team of caregivers—  
with a passion for compassion.

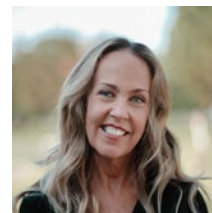
# *Service Excellence — It's Who We Are*

AT OUR CORE, WE SERVE FAMILIES — often at a time when they are most vulnerable. For us, this is much more than just a job. It's a commitment to anticipate and fulfill the needs of each family as if they were our own. Our pledge is to make a difficult time a little easier. Nowhere will you find a group of caregivers more dedicated to this purpose. At SCI, our teams share a drive for excellence and understand that we all work together to provide families with compassionate care when they need it most.



*"We genuinely care about everyone around us and make sure we do the very best we can, as a Company and as individuals, for the families that we serve."*

**ESTEBAN "STEVE" RODRIGUEZ**  
CEMETERY SUPERINTENDENT  
Glendale, Arizona



*"Our commitment doesn't end the day of a family's service. For me, Service Excellence is continuing our circle of care."*

**CYNTHIA ADAIR**  
CAMPAIGN SUPPORT COORDINATOR  
Santa Ana, California



# Investing in Our Associates

## TRAINING BY THE NUMBERS

SCI's online training platform offers over **56,000 courses** to **enhance associates' knowledge and skills.**



SCI leaders completed almost **22,000 hours** of **leadership development training** in 2024.

In 2024, SCI associates spent more than **438,000 hours** completing **job-related and personal development courses** through the Company's comprehensive training platform.



**SUPPORTING THE PERSONAL AND PROFESSIONAL GOALS OF OUR TEAM MEMBERS** is a priority at SCI.

Many of our associates started in entry-level positions and now hold leadership roles. In addition to a robust online training platform, associates can participate in mentoring programs and benefit from tuition reimbursement and discounts through our university partnerships. SCI is also proud to offer scholarship and apprenticeship programs to those interested in joining our profession.



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

**JULIE TRAN**

COMBO LOCATION MANAGER  
San Diego, California

# Better Together

AT SCI, WE BELIEVE WE ARE BETTER TOGETHER.

When our associates bring their best selves to work, they deliver the Service Excellence families deserve. That's why we offer our associates a wide range of benefits and resources to support them.



## BETTER HEALTH

- Comprehensive **medical, dental** and **vision plans**, including **prescription drug benefits**.
- Free access to **mental health support** and **counseling services**.



## BETTER WEALTH

- **Retirement savings plan** with a **Company match**.
- **Retirement** and **Medicare planning** services.



## BETTER SELF

- **Paid time off** with vacation rollover.
- **Family-focused benefits**, including **adoption assistance** and **maternity/paternity leave**.
- **Tuition reimbursement** and **scholarship opportunities** for associates and their families.
- **Funeral and cemetery discounts**.



COMPASSION can be found throughout our Company in the way we treat one another. In times of natural disaster, we activate our disaster relief fund, helping colleagues and their families in need. Through Company contributions and associate donations, over \$2.1 million has been distributed to impacted associates since 2012. Hundreds of associates have given time, energy and personal donations to assist colleagues during trying times.

# Celebrating Every Voice

WE BELIEVE IN THE POWER OF INCLUSION and respect our fellow associates' work, ideas, perspectives and backgrounds. Through our Associate Resource Communities (ARCs) colleagues with shared interests can connect, learn and engage in the business while exploring networking and career development opportunities.

ARCs are open to all associates and participation is voluntary. We encourage all associates to join an ARC that interests them.

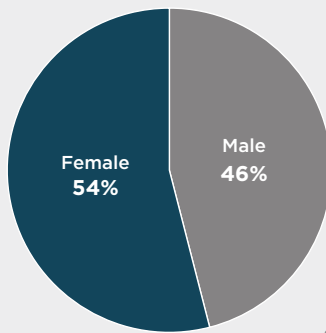
*"This is the first Company that has openly allowed me to be who I am. I feel seen, heard and fully included."*

**JASON RINAS**

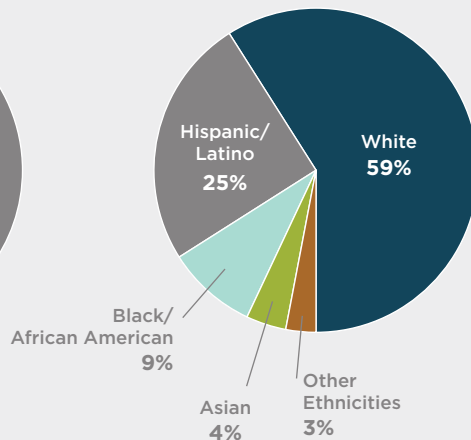
HR MANAGER  
Houston, Texas

## SCI WORKFORCE DIVERSITY

GENDER



ETHNICITY



## OUR ASSOCIATE RESOURCE COMMUNITIES



**SALUTE**  
@SCI



**UNITE**  
@SCI



**EMBRACE**  
@SCI



**iADELANTE!**  
@SCI



**HOPE**  
@SCI



**SOAR**  
@SCI



**FaithRISE**  
@SCI



**THRIVE**  
@SCI

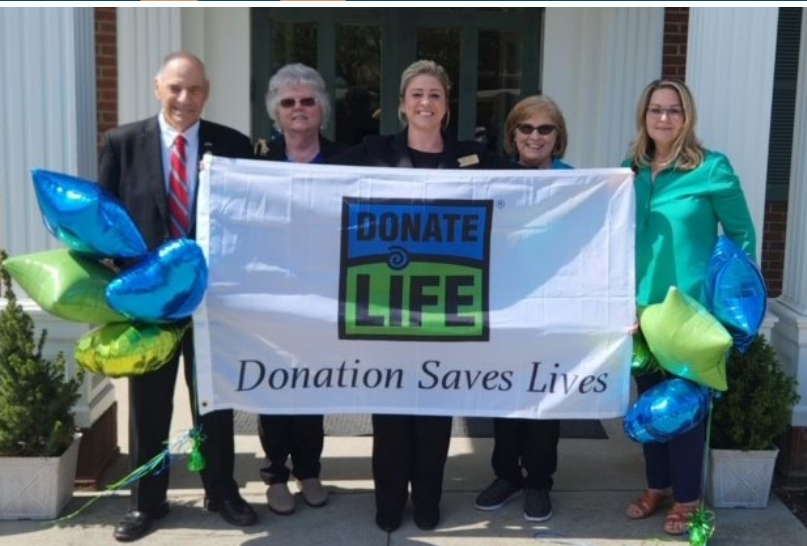


**BRIDGE**  
@SCI



# Caring for Our Communities

In 2023, we were honored to receive the **Corporate Philanthropy Award** in the Large Corporation category from the Association of Fundraising Professionals Greater Houston Chapter.



WE ARE PASSIONATE ABOUT SUPPORTING OUR COMMUNITY.

Our community programs are deeply rooted in our commitment to provide comfort during difficult times. We are honored to support our veterans and first responders through programs like our Homeless Veterans Burial Program and Public Servants Program. Through a multitude of resources, we also support the vital role professional caregivers play in assisting those grieving the loss of a loved one.

In 2024, we contributed over \$5.6 million to nonprofits across the U.S. and Canada.



Get to know us at [SCI-Corp.com](https://www.sci-corp.com).