



SOCIAL

ENVIRONMENTAL

GOVERNANCE

Corporate Sustainability Report 2023

TABLE OF CONTENTS

- Letter from Our CEO 4
- About Primerica..... 5

- SOCIAL** 6
- Enabling Access for Underserved Markets 6
 - Middle-Income Client Focus..... 6
 - Promoting Financial Knowledge..... 8
 - Responsible Life Insurance Product Offerings 8
 - Responsible and Sustainable Investment Products..... 9
 - Responsible Investment Policies and Practices..... 11
 - Doing What’s Right for Our Clients 12

- Valuing Human Capital 13
 - Diversity, Equality, Inclusion and Belonging (DEIB) 14
 - Human Rights..... 17
 - Creating an Environment Where Employees Thrive..... 18
 - Supporting Employee Health and Wellness..... 18
 - Work-Life Balance 19
 - Financial Well-Being 19
 - Attracting and Cultivating Talent..... 20
 - Training and Personal Development 21
 - Satisfied Employees and Sales Force..... 21
 - Supporting the Sales Force..... 23

- Building Strong Communities 24
 - Philanthropic Focus 24
 - The Primerica Foundation..... 24
 - Supporting Financial Knowledge in Vulnerable and Underserved Populations 27
 - Employee and Sales Force Involvement..... 28

TABLE OF CONTENTS

- ENVIRONMENTAL**29
- Environmental Responsibility.....29
 - Environmental Impact on Our Business..... 30
 - Recycling Initiatives..... 30
 - Corporate Headquarters.....31
 - Promoting Transportation Alternatives.....31

- GOVERNANCE**32
- Upholding Strong Governance32
 - Our Governance Structure.....32
 - Board Diversity.....33
 - Stockholder Engagement Program33
 - Board Oversight of ESG Initiatives 34
 - ESG and Executive Compensation..... 34
 - Integrity at Work..... 34
 - Enterprise Risk Management (ERM) 34
 - Ethics and Compliance Controls36
 - Reporting Concerns36
 - Business Pricing.....36
 - Privacy and Data Security.....37
 - Public Affairs38
 - Supply Chain and Vendor Management38
 - Safety and Emergency Preparedness/Business Continuity (BC).....39

- CONCLUSION** 40

- Appendix A - ESG Snapshot41
- Appendix B - Sustainability Accounting Standards Board (SASB) Disclosure..... 43
- Appendix C - Task Force on Climate-Related Financial Disclosures (TCFD) Information 49

LETTER FROM OUR CEO



HIGHLIGHTS FROM OUR ESG REPORTING JOURNEY

2017

PUBLISHED FIRST CSR

2019

ADDED ESG SNAPSHOT AND SASB

2020

ADDED GENDER PAY ANALYSIS

2021

ADDED SCOPE 1 AND SCOPE 2 EMISSIONS, TCFD, AND DEI INITIATIVES

2022

ADDED CLIMATE RISK MATERIALITY ASSESSMENT RESULTS

2023

ENHANCED CSR DISCLOSURES FOLLOWING INVESTOR FEEDBACK

I am pleased to present this year's Corporate Sustainability Report (CSR) and take this opportunity to affirm Primerica's commitment to implementing strong environmental, social, and governance practices.

We remain steadfast in our commitment to serve middle-income households throughout North America and help create financially independent families. We serve our clients through a network of over 139,000 independent life insurance-licensed representatives dedicated to making a real difference in their communities.

By placing the well-being of our clients, the independent sales force, our employees and their families at the heart of our mission, we firmly believe all stakeholders will be rewarded. By adopting sound, sustainable business practices, we continue to build trust and enhance our reputation in the communities we serve.

We intend for our CSR to provide our stakeholders with valuable information in a format that is easy to understand. Where available, information provided in this CSR has been updated for 2023. To help investors navigate relevant information and reports, we invite you to visit the Corporate Sustainability page of our Investor Relations website at <https://investors.primerica.com>.

We continue to improve and enhance the sustainability-related aspects of our business and related sustainability disclosures. We are proud of our progress over the past several years, and I'm pleased to note that we continue to be recognized for our efforts. In 2022, we were thrilled to be ranked #1 most trusted life insurance company and

third most trusted financial company overall on *Investors Business Daily's* annual list of "25 most Trusted Financial Companies". In 2023, we were named by *Forbes* as one of America's Best Insurance Companies for 2022, ranking 6th among 25 companies in the Term Life Insurance category. In 2023, based on one of the largest employee/ employer studies in the United States, *Newsweek* and Plant-A Insights Group recognized Primerica as one of "America's Greatest Workplaces." We were again named to *Forbes'* lists of "Best Employers for Women" and Primerica was again named to the Bloomberg Gender-Equality Index, which tracks the financial performance of public companies committed to supporting gender equality through policy development, representation, and transparency. Also in 2023, for the 10th year in a row, we were named to the *Atlanta Journal-Constitution's* "Top Workplaces" listing and, for the third time, Primerica was included in the list of "Top Workplaces - USA."

I want to thank our stakeholders for your continued interest in Primerica and for supporting our efforts as we endeavor to do what's right for our stockholders, our clients, the independent sales force, our employees, and the thousands of communities in which we live and work.

Sincerely,

Glenn J. Williams, CEO

ABOUT PRIMERICA

Primerica, Inc., headquartered in Duluth, GA, is a leading provider of financial products and services to middle-income households in the United States and Canada. More than 139,000 licensed independent contractor representatives as of September 30, 2023 educate Primerica clients about how to better prepare for a more secure financial future by assessing their needs and providing appropriate solutions. They do this through term life insurance, which we underwrite, and mutual funds, annuities, managed investments and other financial products, which we distribute primarily on behalf of third parties. We insured over 5.7 million lives and had over 2.8 million client investment accounts at September 30, 2023. Primerica, through its insurance company subsidiaries, was the #3 issuer of Term Life insurance coverage in the United States and Canada in 2022. Primerica stock is included in the S&P MidCap 400 and the Russell 1000 stock indices, and is traded on The New York Stock Exchange under the symbol "PRI."



Caution Regarding Forward-Looking Statements

This report may contain forward-looking statements and information. Additional information on factors that could cause results to differ materially from those projected in this report is available in the Company's Annual Report on Form 10-K for the year ended December 31, 2022, as may be updated by any subsequent Quarterly Reports on Form 10-Q, available in the "Investor Relations" section of Primerica's website at <https://investors.primerica.com>.

Non-GAAP Measures

In addition to reporting financial results in accordance with U.S. generally accepted accounting principles ("GAAP"), Primerica presents certain non-GAAP financial measures in this report. Primerica's definitions of non-GAAP measures may differ from other companies' definitions. More detailed financial information, including reconciliations of GAAP to non-GAAP financial measures, are available in the Company's quarterly Financial Supplement located at <https://investors.primerica.com>. This report also includes non-audited measures, such as workforce data, diversity-related sales force data and environmental information, that enhance investors' understanding of Primerica's ESG impact. Such non-GAAP measures are intended to provide supplemental information that is not covered by our financial statements.



ENABLING ACCESS FOR UNDERSERVED MARKETS

For more than 45 years, our core business model has centered on enabling access to financial information, products, and services for traditionally underserved markets throughout the United States and Canada. Every day, we help middle-income families make informed financial decisions and we provide them with a strategy and methods to gain financial independence. Our commitment to serving our clients is unwavering and defines who we are as a company. The products we provide – primarily term life insurance and a range of investment and savings products – help meet critical needs and put families on the path toward financial security.

MIDDLE-INCOME CLIENT FOCUS

Our clients typically have household incomes between \$30,000 to \$130,000, which represents approximately 54% of households in the U.S. according to the U.S. Census Bureau's 2023 Current Population Survey Annual Social and Economic Supplement. These families have been underserved by the financial industry and, as a result, they have significant unmet financial needs. The Third Quarter 2023 Primerica Financial Security Monitor showed that 38% of middle-income households do not have an emergency fund to cover an expense of \$1,000 or more, 72% are concerned about meeting the increasing cost of living, 71% feel it is difficult to save for the future and 34% had increased their credit card debt over the last three months. Further:

- *Many have inadequate or no life insurance coverage.* Individual life insurance sales in the United States declined from 12.5 million policy sales in 1975 to 10.0 million policy sales in 2020, according to the American Council of Life Insurers (ACLI).¹ An insurance industry report from Swiss Re Institute notes that families in the U.S. need approximately \$25 trillion of additional life insurance to be properly protected.² The only life insurance product that Primerica has sold since our inception is term life insurance. We firmly believe term life insurance offers the best life income protection for our clients because it provides a higher level of coverage at a lower cost than whole life insurance. Given the limited incomes and tight budgets of some middle-income families, Primerica also offers life insurance policies with coverage amounts as low

1. ACLI, Life Insurers Fact Book, 2021. 2. Swiss Re Institute, "Life Underinsurance in the U.S.," September 2018.

as \$15,000 and premium payments as low as \$15 per month. We believe a significant portion of our life insurance policies are issued to families who previously had been uninsured.

- *Many need help saving for retirement and other personal goals.* These families often lack meaningful savings and investments. According to 2021 data from the U.S. Federal Reserve, although three-fourths of non-retired adults in the U.S. have at least some retirement savings, about one-fourth do not have any and this statistic has remained unchanged since 2019.³ We develop personalized savings programs for our clients using our proprietary Financial Needs Analysis tool (which we refer to as an FNA), suitability screening, as well as specialized tools. Primerica offers a wide range of mutual funds, annuities, and managed investments through leading third-party providers in the industry. In Canada, we offer mutual funds and segregated fund products. We allow our clients to establish monthly contributions to investment savings plans with as little as \$25 per month. Because the Company is not a bank and does not have regulatory authority to make loans, Primerica does not participate in microfinance.
- *Many need to reduce their debt.* Many of these families have numerous debt obligations from credit cards, auto loans, student loans, and home mortgages.

We help our clients address these financial burdens by providing personalized and client-driven debt resolution techniques.

- *Many prefer to meet face-to-face when considering financial products.* Historically, many middle-income consumers have indicated a preference to meet face-to-face when considering financial products or services. As such, we have designed our business model to address this preference in a cost-effective manner through a network of over 139,000⁴ life insurance-licensed independent sales representatives. The independent contractor sales force transitioned seamlessly from in-person meetings with potential clients to also offering meetings conducted via Zoom and other digital meeting technology during the COVID-19 pandemic. Now, meetings are either in person or via digital meeting technology based on each client's preference.

We are proud of our focus on middle-market households that are largely ignored by other financial services companies. The average household income of our clients was \$78,200 (based on clients who completed a Financial Needs Analysis in 2022). In 2022, the average face amount of term life insurance policies issued by Primerica was \$260,100, the average age of our life insurance clients was 38 years old, and the average initial retail mutual fund investment was \$10,700.

3. Board of Governors of the U.S. Federal Reserve System., "Economic Well-Being of U.S. Households in 2021. 4. As of September 30, 2023



PROMOTING FINANCIAL KNOWLEDGE

When clients are empowered to make informed decisions, they can move toward a better future. In turn, this success positively affects their households and the communities around them. Independent sales representatives work directly with Primerica's clients in one-on-one, personal interactions. It's an informal, consultative approach that occurs at the time and place of the client's choosing, often at the client's kitchen table. The sales process is dependent on assuring that our clients understand the basics of sound fiscal management. Independent sales representatives use Primerica's FNA to help clients gain a clear picture of their overall financial health, highlighting strengths and areas of improvement, and then recommend financial products and services to help meet the unique needs of each client.

Primerica believes that a financial education should be free for every family and we educate our clients with HOW MONEY WORKS™, our signature publication filled with time-tested educational concepts that we believe every family should be familiar with. HOW MONEY WORKS™ is a key part of Primerica's continuing commitment to providing financial education and is available free to anyone upon request. This publication has changed the lives of millions of people since its first edition was printed in 1983. Today, there are over 30 million copies in print, and it was recently updated to include current information such as choosing the right kind of term life insurance, saving for the future, and reducing or eliminating debt.

Promoting financial knowledge extends beyond the work we do with our clients. The Primerica Foundation provides funding for programs and initiatives that broadly

promote financial knowledge such as Junior Achievement of Georgia—Finance Park, the Economic Empowerment Initiative, and the Georgia Council on Economic Education. Additional information about The Primerica Foundation and Primerica's community involvement may be found under "Social - Building Strong Communities" in this report.

Additionally, our distribution model is designed to provide an entrepreneurial business opportunity for individuals to supplement their income by becoming independent sales representatives. This enables them to distribute financial products on a part-time basis without leaving their current jobs. Representatives who are already life-insurance licensed pay nothing to join our business. For new representatives who are unlicensed, a nominal up-front fee provides them with everything they need to get licensed, including examination fees and access to comprehensive pre-licensing classes. As a result, we allow representatives to obtain their life insurance licenses at a much lower cost than what they would face on their own. Our unique compensation structure, technology, sales support, and back-office processing are designed to enable our independent sales representatives to successfully grow their businesses and help more families become financially independent.

RESPONSIBLE LIFE INSURANCE PRODUCT OFFERINGS

Primerica is committed to providing the right products for the middle-income market: products that are simple to understand yet suitable for the needs of this critical population. We regularly review our product mix to ensure that we're offering our clients the opportunity to invest in responsible products and services.



In regard to life insurance, we only offer term life insurance, which is generally a better alternative for middle-income households than cash value life insurance because it provides a guaranteed death benefit (if the insured dies during the fixed coverage period of an in-force policy) at an affordable premium. By buying term life insurance, a policyholder pays a lower premium over the level term period and, as a result, may have funds available to invest for retirement and other needs. Our commitment to responsibility extends to our term life underwriting practices. As an incentive to encourage our clients and employees to adopt a healthier lifestyle, we provide lower premium rates to non-tobacco users. Further, during the COVID-19 pandemic, Primerica did not modify our underwriting guidelines or make other changes to our life insurance policy standards as was done by others in the industry, which may have limited who could qualify for coverage.

In October 2022, we introduced our new generation of life insurance products.⁵ The Primerica PowerTerm product is our rapid issue term life product that provides for face amounts of up to \$300,000 while the Primerica PrecisionTerm product is our traditionally underwritten term life insurance product for face amounts in excess of \$150,000. Policies with face amounts less than or equal to \$300,000 and greater than \$150,000 may be issued as either PowerTerm or PrecisionTerm depending on the underwriting method the insured prefers. The average face amount of a Primerica term life policy is approximately \$260,100 as of December 31, 2022.

5. Available in all jurisdictions except the State of New York.

RESPONSIBLE AND SUSTAINABLE INVESTMENT PRODUCTS

We believe that many middle-income families have significant unmet retirement and savings needs. Independent sales representatives help our clients understand their current financial situations and methods to reach their savings goals. Our investment product offerings include saving and investment vehicles that seek to meet the needs of clients in all stages of life.

Through our U.S. introducing broker-dealer subsidiary, we offer non-proprietary mutual funds and annuities sold by independent securities-licensed sales representatives. Independent securities-licensed representatives typically provide investment advice related to asset allocation and investment selection at the time an account is opened. Subsequently, the independent representatives are available at the client's request to provide additional advice and assistance with account maintenance; however, neither we nor the independent representatives provide ongoing monitoring of client accounts in a brokerage relationship. Client assets are held away from the broker-dealer at the fund company, annuity issuer or their respective service providers. Further, we are not an investment advisor or portfolio manager to any of the mutual funds or annuity subaccounts available to our clients.

We recognize that making socially responsible and sustainable investment decisions are important to some of our clients. At September 30, 2023, our brokerage clients had access to approximately 556 funds offered by eight mutual fund companies. Of those, 83 had a Morningstar

Primerica PowerTerm

Life Insurance at the Speed of Life
Life comes at you fast - and choosing the right life insurance protection that gives you the most value for your money is more important than ever. Primerica developed Primerica PowerTerm with maximum convenience and speed to help you and your family prepare for the future - usually in just a few minutes.

Protection Shouldn't Be Complicated
Think of term life insurance as the foundation of your family's financial home. Having protection in place offers peace of mind knowing that your loved ones' goals can live on no matter what happens.

Primerica: An Industry Leader Since 1952

- Primerica's life companies don't cut in on your money.
- Over 5.7 million lives insured through our companies.
- \$303 billion of term life insurance in force.
- An average of \$61 million in benefits paid every day.
- Primerica's life insurance companies are an A+ (Superior) by AM Best!

Primerica PowerTerm offers easy-to-understand personalized coverage usually without the medical exams or any blood samples.

Built-In Value
Primerica PowerTerm is packed with features adding value to your coverage:

- Term up to 35 years!
- Affordable Renewal Rates
- Increasing Benefit Rider
- Waiver of Premium Rider Availability
- Terminal Illness Benefits
- Automatic Increase Request
- One Child Rider Covers All Eligible Children
- No Wait or Toner Clause!

WE DO WHAT'S RIGHT

We believe in "Buy Term and Invest the Difference."

Our "Buy Term and Invest the Difference" approach beats cash value life insurance.

THE THEORY OF DECREASING RESPONSIBILITY

As you age, your responsibility decreases.

TODAY

- Young children
- High debts
- Heavy mortgage

LOS OF INCOME WOULD BE DEVASTATING

AT RETIREMENT

- Grown children
- Lower debts
- Mortgage paid

RETIREMENT INCOME NEEDED

SOLUTIONS

Kathy Brennan
Senior National Sales Director
34195 Oak Creek Ln.
Suite 100
Arlington Heights, IL 60005
Cell: 847.627.0962
kbrenna@pr.com

Schedule a time to meet in person or at my office.

Are You Ready for Retirement?

The United States is experiencing the greatest retirement surge in its history, with more Baby Boomers retiring in 2020 than in any other



Sustainability Rating of “high” or “above average” (the top two highest ratings). Morningstar’s Sustainability Ratings are based primarily on Sustanalytics’ ESG Risk Ratings, which measure the degree to which the economic value of the fund’s holdings are at risk from ESG factors.

In Canada, licensed independent sales representatives distribute and sell to our clients a variety of mutual funds and segregated funds. Our Canadian mutual fund dealer subsidiary is the principal distributor for two families of mutual funds that are managed by well-established, unrelated investment fund managers. We are not a portfolio manager to any of the mutual funds available to our clients in Canada. At September 30, 2023, our Canadian brokerage clients had access to 30 principal distributor funds with a Morningstar Sustainability Rating. Of those, 10 had a Morningstar Sustainability Rating of “high” or “above average”.

In the U.S. only, we also sponsor a managed accounts program, through our U.S. investment advisor subsidiary, that provides our clients access to ongoing advice and asset management. Program assets are invested at the client’s direction in non-proprietary investment models created and managed by 11 (as of December 31, 2022) unaffiliated investment advisers. We do not participate in the unaffiliated investment

advisers’ securities selection nor model construction processes. Program assets are held at an unaffiliated broker-dealer that serves as the qualified custodian to the program.

Two of the 11 (as of December 31, 2022) unaffiliated investment advisers in our U.S. managed accounts program – Dana Investment Advisors, Inc. (“Dana”) and Sage Advisory Services, Ltd. Co. (“Sage”) – offer investment models that fully incorporate sustainability factors into the analysis, securities selection, portfolio construction, and management of the models. Both of these unaffiliated investment advisers are signatories to the U.N. Principles for Responsible Investment and apply sustainability factors that map to the United Nations Sustainable Development Goals. The sustainability-related investment options available in our U.S. managed accounts program consist of:

- Dana ESG/SRI Equity Strategy, which invests in 50 to 55 stocks that have been screened using Dana’s proprietary size-adjusted ESG scoring process that incorporates ESG factors such as: climate change impact and metrics; environmental disclosures and policies; workforce diversity; human rights policies; product and workplace safety; board accountability; and board composition;

- Dana Catholic Equity Strategy, which invests in 50 to 55 stocks and follows the U.S. Conference of Bishops investment guidelines on social responsibility and environmental governance issues;
- Dana ESG Conservative Growth Strategy, Dana ESG Growth Strategy, and Dana ESG Moderate Growth Strategy, each of which invests in ESG equity and ESG fixed income mutual funds screened and monitored using Dana's proprietary size-adjusted ESG scoring process described above;
- Sage ESG Global Strategy, which invests in 15 to 20 Exchange Traded Funds (ETFs) that have been screened using the Morningstar Sustainability Rating and Sage's proprietary ESG scoring process;
- Sage ESG Core Plus Fixed Income Strategy, which invests in 7 to 8 bond ETFs that have been screened using Sage's proprietary ESG scoring process; and
- Sage ESG Asset Allocation Conservative and Sage ESG Asset Allocation Growth, each of which invests in a number of equity and bond ETFs that have been screened using Sage's proprietary ESG scoring process.

RESPONSIBLE INVESTMENT POLICIES AND PRACTICES

Our life insurance companies maintain significant investment portfolios. We have established an Investment Committee, composed of members of our senior management team, that is responsible for establishing and maintaining our investment guidelines and supervising our investment activity. We follow a conservative investment strategy that is designed to emphasize the preservation of our investment assets and provide adequate liquidity for the prompt payment of claims. As of September 30, 2023, approximately 99% of our investments were held in fixed income instruments.

We use a third-party investment advisor (Conning Inc., Goodwin Capital Advisers Inc. and Conning Asset Management Limited, collectively "Conning") to assist in the management of our investing activities. We expect our third-party advisor to consider all relevant investment risk, including those related to environmental, social, and corporate governance

issues. We recognize the importance of active ownership, and our third-party investment advisor agreement requires Conning to vote all proxies on our behalf and in accordance with our investment guidelines.

Conning has adopted a Responsible Investment Policy and has been a signatory to the U.N. Principles for Responsible Investment since 2012. Conning maintains an ESG Steering Committee in order to provide guidance and monitor implementation of responsible investing and ESG initiatives. Steering Committee membership consists of senior executives of Conning spanning diverse functions including portfolio management, research, legal and risk management, as well as multiple geographies of the U.S., Europe, and Asia.

Our Investment Committee is responsible for managing investment portfolio risk. The Committee has direct oversight over our investment advisor. We receive portfolio credit analyses from Conning as needed to review specific issuers, which include an ESG risk analysis based on Conning's proprietary ESG ratings methodology. In addition, on at least a quarterly basis, Conning provides the Investment Committee with available ESG information for our investment portfolio based on MSCI ratings and Conning's proprietary ESG ratings methodology.

Conning engages regularly with senior management of portfolio companies on ESG factors and considers these in the investment recommendations they provide to our Investment Committee. Because the vast majority of our investments are held in fixed income instruments, credit risk of these holdings is a primary focus. Material ESG risk factors are integrated into the target rating and outlook for each issuer to derive a holistic understanding of creditworthiness.

Read more from our investment advisor about how they are incorporating ESG into their investment decisions:

- [ESG: Moving from Confusion to Clarity](#)
- [Transition Risk: Portfolio Considerations Amid Increasing Carbon-Emission Controls and Climate-Related Regulations](#)

DOING WHAT'S RIGHT FOR OUR CLIENTS

The trust of our clients and our reputation are of paramount importance to Primerica. We believe in doing what is right for the client, and we have a long history of doing just that. We educate our clients, we put their interests first, and we support them in making informed decisions.

Our commitment to upholding the highest ethical standards in the way we develop, market, refer, and/or sell products is confirmed in our policies and procedures for our employees and independent sales representatives.

Below are some actions we take to protect our clients.

- We provide compliance training at least annually to our employees across product lines and, in the case of independent sales representatives, we require compliance training at least annually for most of our available products.
- Our Insurance and Securities Compliance Manuals provide independent sales representatives with detailed information regarding the legal, regulatory, and ethical standards that govern our life insurance and investments businesses. The manuals also include information regarding complaints awareness and handling.
- Employees and independent sales representatives receive regular compliance communications regarding new compliance developments and business issues relating to ethical standards.
- Our Compliance Department regularly runs surveillance reports designed to monitor the activity of the independent sales force and often investigates issues flagged during these reviews or during periodic risk-based inspections.
- Our Field Audit Department regularly conducts audits of sales representative offices. Any compliance deficiencies noted in the audit must be corrected, and we carefully monitor all corrective action.
- As part of our continual effort to maintain the trust of our clients, and as we work to enhance our overall awareness of customer satisfaction, we invite clients to complete a series of questions about their experience with Primerica after the completion of sales processes.
- Managerial responsibility for compliance with ethical standards in the marketing, referring, and selling of products sits ultimately with the Chief Marketing and Innovation Officer with support from the Chief Compliance and Risk Officer and the General Counsel.



VALUING HUMAN CAPITAL

At Primerica, we take seriously our responsibility to protect and promote human rights, and we act with diligence to avoid negatively impacting others and address any issues in this critical area as they occur. We work to foster a safe, inclusive, and respectful workplace, and appreciate the fundamental rights of our employees, including equal opportunity for everyone, a safe and healthy workplace, freedom from discrimination, and freedom from child labor.

We strive to create a workplace that offers our employees a wide range of opportunities to learn, grow and thrive in their careers while also fostering an engaging environment fueled by collaboration and inclusion, which is reflected in our lengthy employee tenure and high employee retention rate as discussed under “Social - Valuing Human Capital - Satisfied Employees and Sales Force” in this report. To that end, we’ve deepened our engagement with employees by listening to their feedback, and we’re investing in their well-being so that they can help us deliver successful business outcomes, superior customer service, and value for all stakeholders. Human capital investment at Primerica has never been stronger. Our employees and the independent sales force serve as the foundation of our success and engaging and empowering them is essential if we are to fulfill our mission of enabling families to live financially independent lives.

We continue to increase our focus on Diversity, Equality, Inclusion, and in 2023 we enhanced this initiative to include

Belonging as a fourth component (“DEIB”). While “inclusion” refers to the efforts of the Company to make all of our employees feel welcome, “belonging” refers to the end result – it is a measure of whether our employees actually feel like they belong. We have worked to collaborate within our employee base and the independent sales force to be more intentional on educating, engaging, and managing our businesses in a way that demonstrates our commitment. Beginning in 2021, we adopted diversity commitments for our home office employees in the U.S. and Canada that focused on reviewing all aspects of our employee value proposition and allowed us to further advance our DEIB program. We are executing a multi-faceted DEIB program and continue each year to build upon this commitment.

In mid-2021, we purchased e-TeleQuote Insurance, Inc. (“e-TeleQuote”), a distributor of Medicare-related insurance products to eligible Medicare participants. We continue to harmonize e-TeleQuote’s employee benefits and people practices to align more closely with Primerica’s.

DIVERSITY, EQUALITY, INCLUSION, AND BELONGING (DEIB)

We provide an inclusive work environment that exemplifies our DEIB principles and enables our teammates to feel accepted. Their ideas are welcomed and our work environment is collaborative, allowing them to have a positive impact on our business and in the community. The vast majority of our employees work at the Company’s headquarters in suburban Atlanta, and our workforce reflects the diversity found in the local market. As part of the hiring process, our Human Resources department reviews the slate of candidates for professional and managerial level positions to monitor the diversity of the candidate pool. At Primerica, we respect and appreciate all individuals and embrace both our differences and similarities.

The Corporate Governance Committee of the Primerica, Inc. Board of Directors (the “Board of Directors” or the “Board”) has responsibility for oversight of our DEIB commitments and initiatives. Our Chief Administrative Officer serves in the role of chief diversity officer, is responsible for the development and implementation of our DEIB program and provides regular updates to the Corporate Governance Committee.



Our Human Resources policies and employment practices are constantly reviewed to ensure they align with current best practices. In 2022, we completed an extensive gender and ethnicity pay gap review, supported by an expert third-party advisor, along with appropriate pay adjustments following completion of that review as needed to address the negligible identified pay gaps. Our intentional focus on advancing our internal DEIB program while enhancing our culture has netted positive

results since its adoption in 2021. Captured below are several of our accomplishments to date:

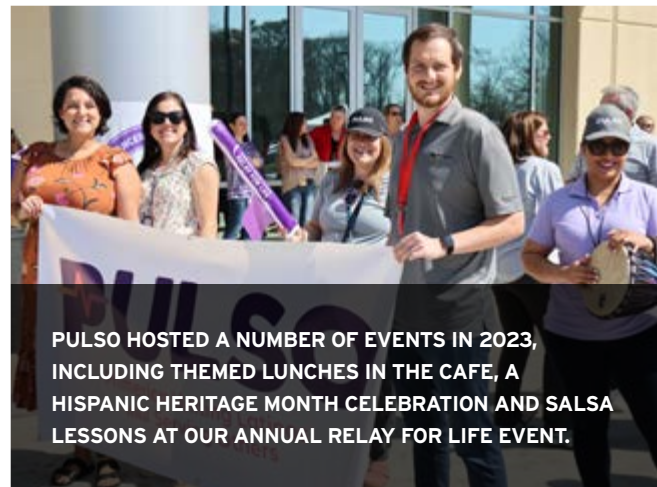
- A required multi-phased, multi-year learning experience was launched for all levels of the internal organization entitled Intrinsic Inclusion. This learning experience focused on a series of learning principles that taught all participants about personal biases and their effect on engagement with others with impactful learning frameworks and workshops focused on proven behaviors that foster an inclusive workplace. These efforts were embraced from the top beginning with members of our Operating Team – a group composed of our most senior managers – in 2021 and continued into 2022, with the launch of a facilitator-led DEIB training platform that spanned multiple sessions over several weeks throughout the U.S. and Canada;
- To drive accountability at key senior management levels, a new diversity goal for leaders at the Assistant Vice President level and above was established: “Promote Primerica’s DEIB strategy by supporting DEIB initiatives as they are introduced and actively creating a productive and inclusive work environment with my team and colleagues.” This goal was part of the annual performance assessment process for all applicable employees;
- Leadership development and succession planning that mirrors the demographics of the independent sales force and the communities we serve is at the center of our DEIB efforts. Identifying, developing, and mentoring diverse talent as we build our talent pipelines and leadership of the future is critical for the sustainability of our company. We enhanced the curriculum of our two employee leadership training programs for emerging talent, as further discussed under “Social - Valuing Human Capital - Training and Personal Development” in this report, with a heightened focus on investing in their personal growth, leadership skills refinement and business acumen strength;
- Employee Resource Groups (ERGs) were created and supported by executive leaders who serve as sponsors. They are also supported by management leaders who work with the executive sponsors to plan and participate in ERG programs and events. ERG leaders and sponsors meet regularly to collaborate on the various events and programs of each ERG,



THE PRI-BOLD WORK-LIFE BALANCE ERG HELPS EMPLOYEES ENGAGE AND CONNECT THROUGH VARIOUS ACTIVITIES FOCUSED ON WELLBEING, SUCH AS HIKES, WEBINARS AND LUNCH.



THE PBPB SPONSORED MULTIPLE EVENTS IN 2023 INCLUDING AN HBCU CELEBRATION, A JUNETEENTH LUNCH & LEARN, AND A BLACK HISTORY MONTH SHOWCASE FEATURING MUSIC AND PERFORMANCES BY AN AFRICAN DANCE TROUPE AND PBPB MEMBERS.



PULSO HOSTED A NUMBER OF EVENTS IN 2023, INCLUDING THEMED LUNCHES IN THE CAFE, A HISPANIC HERITAGE MONTH CELEBRATION AND SALSA LESSONS AT OUR ANNUAL RELAY FOR LIFE EVENT.



THE API ERG HOSTED A RELAY FOR LIFE RAFFLE, ORGANIZED CULTURALLY FOCUSED DINING EXPERIENCES AND SPOTLIGHTED SIGNIFICANT API TRADITIONS AND CELEBRATIONS.



coordinate combined events with one or more ERGs and ensure consistent communications among the various ERGs. The initial cohorts are thriving and building interest across our organization: Primerica Black Professional Network (PBPN); Primerica Uniting Latinos and Serving Others (PULSO); Asian Pacific Islander (API); and PRI-BOLD (Balancing Our Lives Daily). ERGs promote allyship and allow employees to remain connected in our hybrid work environment. As of September 30, 2023, over 200 employees are members of at least one ERG. We are evaluating the demand for additional ERGs;

- Our HR Learning Team introduced a Management Fundamentals curriculum aimed at equipping new and seasoned leaders with leadership development opportunities for personal growth and enhancing overall communication and leadership effectiveness with their teammates; and
- In response to employee feedback, we added a floating holiday for employees to observe any personal milestone/celebration of significance to them. In addition, we increased our focus on cultural education by highlighting numerous culturally focused holidays throughout the year with educational videos and communications as well as on-site and virtual engagement activities

Primerica is using the employee leadership training programs described under “Social - Valuing Human Capital - Training and Personal Development” in this report to develop a pipeline of diverse talent. During 2023, 48% of the combined participants in the Talent Development Program and Executive Development Program (our two employee leadership training programs) were racially diverse, and 59% were women.

While we continue to strive for improvements in gender equality, we are proud of our track record in this area. Approximately 63% of our employees are female, and women held 45% of the positions at or above the Senior Vice President level as of December 31, 2022. See “Social - Workforce Data” in Appendix A for more information on women in our workforce. The following chart details various gender-based pay metrics at year-end (unless indicated otherwise);

	2023 ⁶	2022	2021	2020	2019
Proportion of the top pay quartile composed of women ⁷	48%	47%	48%	46%	47%
Proportion of the upper middle pay quartile composed of women ⁷	61%	59%	61%	60%	59%
Proportion of the lower middle pay quartile composed of women ⁷	69%	70%	70%	70%	72%
Proportion of the lower pay quartile composed of women ⁷	79%	79%	79%	78%	77%
Global mean (average) raw gender gap ⁸	30%	30%	36%	39%	37%
Global median gender pay gap ⁹	27%	n/c ¹⁰	n/c ¹⁰	n/c ¹⁰	n/c ¹⁰



In recognition of our continued efforts, in 2023 Primerica was again named to *Forbes*' list of “America's Best Employers for Women” for the fifth consecutive year. Recipients of this honor are chosen based on an independent survey of U.S. employees nationwide and on a review of publicly available company information.

In each of 2020 through 2023, Primerica was named to the Bloomberg Gender-Equality Index (Bloomberg GEI), which tracks the financial performance of public companies committed to supporting gender equality through policy development, representation, and transparency. The Bloomberg GEI measures gender equality across four pillars: leadership; talent pipeline; pay and inclusive culture.

6. As of September 30, 2023. 7. Excludes e-TeleQuote employees. Quartiles are determined by aligning all global employees' compensation from highest to lowest then dividing the list into four equal groups. The highest compensated is the top quartile, followed by the upper middle quartile, lower middle quartile, and lower pay quartile. Compensation includes base salary, stock awards, and other monetary benefit(s). 8. Excludes e-TeleQuote employees. Measures the mean (average) total compensation for all female employees and for all male employees, subtracting the mean (average) female compensation from the mean (average) male compensation, and dividing the result by the mean of the higher earnings gender (female or male). 9. Excludes e-TeleQuote employees. Reflects the difference (%) between the median female total compensation and median male total compensation. 10. Not calculated.

The firms included in this year's index scored at or above a global threshold established by Bloomberg to reflect a high level of disclosure and overall performance across the framework's pillars. Primerica was one of only 485 global companies to be included in the Bloomberg GEI in 2023.

Primerica fosters a work environment in which DEIB is embraced, employment-related decisions are not discriminatory or retaliatory, and employees treat each other with mutual respect and dignity. Employees are trained at least annually on the Company's [Equal Employment Opportunity and Anti-Harassment Policy](#). The Corporate Governance Committee of the Board is responsible for overseeing management's implementation and monitoring of the policy and reviews and approves this policy at least annually.

Our entrepreneurial business opportunity has broad appeal. As a result, the independent sales force spans racial, gender, and ethnic classifications and includes adults of all ages. Advancement within our independent

sales force has always been based solely on performance, which fosters equality within its diverse ranks. The independent sales force utilizes strategic market groups to encourage professional and personal growth and development, including Women in Primerica, the African American Leadership Council, the Hispanic American Leadership Council and, new in 2022, the Asian Pacific Islander Leadership Council. These groups provide opportunities for networking and mentorship, sales and business management training, and deep learning opportunities customized for these respective market segments. The table below provides certain diversity information about the independent contractor sales force as of September 30, 2023.

While we do not track the racial, gender, and ethnic classifications of our clients, the independent sales force uses a "friends and family" approach to arranging meetings with potential clients within their own communities. As a result, we believe that the demographics of our client base closely tie to the demographics of the independent sales force highlighted below.

	GENDER ¹³			AGE				RACE / ETHNICITY ¹³					
	Female	Male	Unknown	Boomers ¹⁴	Gen X ¹⁵	Millennials ¹⁶	Gen Z ¹⁷	Asian	Black or African-American	Hispanic or Latino	Other	White	Unknown
Life-licensed independent sales force	59.2%	40.0%	0.8%	17.8%	34.0%	34.0%	13.2%	4.0%	26.8%	18.8%	3.9%	17.3%	29.1%
Regional Vice Presidents (RVPs) ¹¹	35.0%	64.9%	0.0%	36.0%	37.0%	22.7%	1.4%	8.0%	22.9%	15.8%	6.2%	40.3%	6.8%
Recruits ¹²	61.8%	34.7%	3.5%	4.4%	18.4%	37.4%	39.7%	1.9%	22.6%	20.2%	3.1%	8.5%	43.8%

11. RVPs are independent sales representatives who devote their full-time attention to their businesses and have offices to support their organizations. **12.** For the nine months ended September 30, 2023. **13.** Based on self-identified diversity information provided by members of the independent contractor sales force as of September 30, 2023. **14.** Defined as individuals born between 1946-1964. **15.** Defined as individuals born between 1965-1980. **16.** Defined as individuals born between 1981-1996. **17.** Defined as individuals born between 1997-2012.

HUMAN RIGHTS

Primerica is committed to an ethical, inclusive work culture that respects and supports human rights and responsible deployment of human capital in accordance with applicable laws and regulations in the communities in which we operate. Our [Code of Conduct](#), which is discussed under "Governance - Integrity at Work - Ethics and Compliance Controls" in this report, is an expression of our values and sets

forth the expectations for behavior and decision-making by all employees and members of the Board of Directors. We respect human rights in our operations. More information on our commitment to human rights can be found in our [Human Rights Statement](#), which is reviewed and approved annually by the Corporate Governance Committee of our Board and may be accessed on our Investor Relations website.

CREATING AN ENVIRONMENT WHERE EMPLOYEES THRIVE

With over 3,200 employees throughout North America that support over 139,000 independent life insurance-licensed sales representatives, solid human capital management practices are central to our success. We believe a more engaged workforce will be more productive and passionate in delivering on our mission of helping middle-income families achieve financial security. We also understand that the health and wellness of our employees is of paramount importance, and we strive to provide comprehensive health and other benefits to enable our employees to live healthier, more fulfilling lives.

We work to ensure that our employees understand our strategic direction and corporate goals as well as recognize their role in achieving our success. In addition to our “open door” policy that encourages employees to contact leaders throughout our organization to ask questions or to potentially resolve a concern, a variety of communications tools is used to ensure that employees stay well-informed.

with opportunities to sharpen their skills, embrace new challenges, and advance their professional and personal growth. These efforts all take place in an environment that respects and rewards individual and team achievements and provides employees with the tools they need to be successful.

SUPPORTING EMPLOYEE HEALTH AND WELLNESS

To help ensure the health and vitality of our employees, we provide them with a comprehensive benefits package to support their and their families’ healthcare needs. In addition to providing access to top medical, dental and vision carriers, our plans include access to many features such as a medical concierge, a nurse health advocate, an oral health integration program and dental virtual care. We also offer enhanced voluntary benefits including critical illness, hospital indemnity and accident insurance.

In addition to standard medical, dental and vision coverage, we offer several additional health resources, many of which are offered at no additional cost. These programs have strong participation, high member satisfaction and improved clinical outcomes and include the following:

- We have partnered with Livongo by Teladoc Health to offer a digital health solution to help employees and their dependents better manage diabetes. Livongo provides an advanced blood glucose meter, unlimited testing strips, and one-on-one coaching, all at no cost to the employee and dependents;
- We offer virtual care through Teladoc Health, which provides convenient, quality care for primary care, general medical, dermatology and mental health services by phone, video, web or app;
- Employees and dependents have access to board-certified, expert doctors for a second opinion via phone or video through 2nd.MD at no additional cost. They can get expert advice about a new or existing diagnosis, treatment plan, surgery, medication or treatment for a chronic condition; and



Those tools include quarterly officer meetings, frequent video messages from our CEO, annual employee town hall meetings, company-wide email and text blasts, and television monitors in breakrooms displaying critical Company and employee information. Employees of our subsidiary e-TeleQuote receive similar communications from e-TeleQuote’s CEO to ensure that they stay well-informed. We also conduct annual pulse surveys that allow employees to provide feedback on various topics for which the Company responds with survey action plan commitments that are broadly communicated.

We help employees reach their full potential as both individuals and professionals by providing them



- New for 2023, we partnered with Hinge Health to offer a virtual physical therapy program to address back and joint (musculoskeletal) health at no additional cost. The program provides the tools needed to address preventive care, acute injuries and chronic issues and pain.

We continually review our benefits package in order to ensure that our employees have access to a broad array of health services. In addition, we have focused on convenience by providing on-site care, such as mammograms, Weight Watchers groups, yoga and free flu shots for all employees.

Our commitment to enhancing the lives of our employees extends beyond traditional corporate health and wellness benefits. Employees are enrolled in our Short-Term Disability and basic Long-Term Disability plans at no additional cost. Employees giving birth to a child receive 12 weeks of income benefits, which may be extended to up to 26 weeks pursuant to the terms of our Short-Term Disability policy. Primerica offers up to four weeks of gender-neutral paid parental leave so non-birthing employees can spend important time bonding with a new child after birth or adoption.

Through our partnership with New York Life Group Benefit Solutions (NYGBS), we have a pre-disability program to help at-risk employees stay healthy and productive at work. NYGBS has vocational coaches who work with the employee and appropriate medical provider to deliver individualized ergonomic assessments and recommend workstation adjustments. As a result, participating employees have received equipment such as ergonomic chairs, keyboards, and sit-to-stand desks.

We provide education and guidance to employees and their families regarding the complexity of Medicare and the coordination of our group medical coverage to make informed decisions about their options.

Primerica offers our employees and their eligible family members a robust Employee Assistance Program (EAP), which provides confidential consulting services with emotional well-being and work-life balance resources. Administered by CuraLinc Healthcare, the program offers guidance to help employees and their families address and resolve everyday issues. The program includes in-the-moment support for work-related pressures,

depression, stress anxiety, grief, relationship problems, substance abuse or other emotional health concerns. It also provides short-term counseling, legal consultation, financial expertise and resources and referrals for a wide range of challenges, such as child or elder care, adoption, pet care, home repair, education and housing needs. Support is available 24/7 via phone, web, app and text.

WORK-LIFE BALANCE

We understand and value the importance of an effective work-life balance for our employees. We offer many flexible work options and schedules to meet the needs of our employees. Less than 15% of our employees work fully on-site due to the requirements of their specific job and the vast majority work on either a hybrid schedule where they are able to work both at home and in the office or fully remote. Offering flexible workplace options has become an expectation of employees across many industries and is necessary to remain competitive and attract top talent.

In addition to flexible workplace options, our full-time and part-time employees receive several benefits that are aligned with achieving a better work-life balance such as paid planned and unplanned time off, 11 paid holidays, and paid time off for volunteering. We also have a dedicated Work-Life Balance employee resource group that offers employees an opportunity to share ways to maintain an active and healthy work-life balance, have access to speakers on such topics such as mental health and caring for aging parents, and gather to share information and participate in outdoor social activities.

FINANCIAL WELL-BEING

As part of our standard benefits package, we provide our employees with an award-winning 401(k) retirement savings plan with a generous Company match. We auto-enroll new employees into our 401(k) plan to ensure that they will fully benefit from the Company match, and (excluding e-TeleQuote, which offers its own 401(k) program), our employee participation rate for 2023 was 93%. On average, our participants' fees are 39% less than our peer group because Primerica covers the record keeping expenses and advisory fees. We strive to keep the cost of employee medical premiums reasonable and

continually look at the market to ensure we remain competitive. Most employees' premiums remained unchanged in 2023 as the Company absorbed cost increases to help counteract the impact of inflation on our employees.

To provide support to our employees seeking degree programs and certifications, our employee college tuition reimbursement policy covers up to \$5,250, which is the maximum allowable before it becomes taxable income for our employees. We also provide a student loan assistance program.

Primerica offers a Health Savings Account (HSA) with a company contribution. We also offer several flexible spending accounts including a Health Flexible Spending Account, a Dependent Care Spending Account and a Transportation Reimbursement Account. Under these programs, employees are able to contribute pre-tax money to cover out-of-pocket expenses.

At our corporate headquarters, the Company subsidizes a cafeteria that's open to all employees and visitors. This employee benefit has proven to be quite popular, and it serves a business purpose by helping to foster cross-departmental relationships and enhance productivity. We also offer a "micro market" that provides an assortment of nutritious snacks and beverages to employees. The micro market is self-serve, self-pay, and always open.

ATTRACTING AND CULTIVATING TALENT

Primerica's continued success requires a high-performing team. In order to help actively develop new pools of talent, we have implemented several initiatives. Individual business units have partnered with educational institutions to offer internships

to students and recent graduates from various colleges and universities. These opportunities create awareness into the various aspects of the Company and allow talent to develop on-the-job work experience with projects and business applications.

In addition, we have developed two specialized employee programs to facilitate managerial and leadership training. Our Talent Development Program, established in 2015, brings together a diverse and talented group of high potential employees representing various departments at the assistant vice president and below level for a year of opportunities that includes broad business engagements, individual developmental goals, private sessions with executive management, and professional coaching and leadership training workshops through a third-party provider. In 2018, we established a Strategic Advisory Team composed of a small group of individuals who met monthly for one year to expose the group to the Company's strategic plan and teach them to think strategically. In 2022, this program was transitioned to an Executive Development Program for employees at the vice president and above levels who lead important teams or are targeted to be potential successors for senior positions across the Company. This enhanced program includes multi-dimensional assessments such as 360-degree feedback. Both the Talent Development Program and the Executive Development Program focus on (1) leadership and professional development, (2) business acumen (3) community involvement, and (4) fostering and deepening relationships within the Company. We believe it is vital to develop personal action plans for employees that will allow our emerging leaders to grow their skills for future roles in the organization.



PRIMERICA'S TALENT DEVELOPMENT PROGRAM AND EXECUTIVE DEVELOPMENT PROGRAM BRING TOGETHER GROUPS OF HIGH POTENTIAL EMPLOYEES FOR A YEAR OF SPECIAL TRAINING TO CULTIVATE FUTURE TALENT AMONG OUR EMPLOYEES.

TRAINING AND PERSONAL DEVELOPMENT

All employees undertake annual or ongoing performance assessment and development reviews. All leaders at the assistant vice president level and above also receive an additional mid-year review (excluding our e-TeleQuote employees). This process helps to hold our employees accountable for their contributions and everyday behaviors, aligns personal goals with organizational goals, helps to strengthen our culture, and enables us to deliver on our mission to help middle-income families make informed financial decisions.

Primerica's Learning Center provides quality learning and development options for our employees. The Learning Center administers professional development programs including: Life Office Management Association (LOMA) certifications (LOMA is an international trade association for the insurance and financial services industry); Learning Management Systems self-directed online business skills journeys; various professional certification credits; instructor-led educational sessions; DEIB training; and customized departmental trainings on topics such as customer service excellence and building highly functional hybrid working teams. In 2023, a Management Fundamentals curriculum was launched for leaders within the organization consisting of required and recommended online courses for new, existing and aspiring leaders. All new and newly promoted managers are required to complete the curriculum within six months of a promotion or joining the Company.

We also offer a wide range of special programs and events for employees including Lunch & Learn topics such as identity theft protection, personal safety and women's self-defense, and family caregiving. In addition, we provide health and lifestyle improvement classes such as yoga, healthy eating, and stress management.

SATISFIED EMPLOYEES AND SALES FORCE

We are committed to enhancing our culture and investing in our employees. To monitor our progress and gauge employee satisfaction, we conduct annual employee surveys and provide detailed results to department heads and managers as well as the Board of Directors. Adjustments to policies, programs, compensation and benefits packages are made based on this feedback.



Each year, the Company holds a town hall meeting at our U.S. headquarters in Duluth, GA that is also broadcast live virtually to our other workplace locations (excluding e-TeleQuote). Our CEO, President and Chief Administrative Officer jointly lead this meeting and provide updates on the Company's performance and strategic direction, as well as information on benefits enhancements, policy changes, and other workplace topics. The meetings always end with a lively question and answer segment, and employees are encouraged to raise issues of concern and offer suggestions for improvement. Employees are also provided the opportunity to submit questions and suggestions in advance.

Some examples of changes originating from our town hall meetings or direct employee feedback in recent years include:

- Implementing a pay review to ensure our market competitiveness which resulted in multi-phased pay adjustments for various levels of employees in the organization;
- Implementing a casual dress code in our facilities);
- Increasing the number of employees eligible to participate in LOMA life insurance education courses;
- Providing sit-to-stand desks for employees to purchase at a discounted rate that are paid for through direct payroll deductions; and
- Installing an always open "micro market" to provide an assortment of nutritious snacks and beverages to employees.



IN 2023, BASED ON ONE OF THE LARGEST EMPLOYEE/EMPLOYER STUDIES IN THE UNITED STATES, *NEWSWEEK* AND PLANT-A INSIGHTS GROUP RECOGNIZED PRIMERICA AS ONE OF "AMERICA'S GREATEST WORKPLACES." ADDITIONALLY, FOR THE THIRD TIME, PRIMERICA WAS INCLUDED IN THE LIST OF "TOP WORKPLACES-USA."

Our employee tenure and retention rates speak volumes for the work environment and culture that we have created over the past 46 years. Our Operating Team averaged over 24 years with Primerica (as of December 31, 2022), and we have many employees who have spent their entire careers here. Equally important, in 2022 our employee retention rate was approximately 87%, which is above the national average according to the Society for Human Resources Management.

As a result of our comprehensive efforts, Primerica has been named a "Top Workplace" by the Atlanta Journal-Constitution for ten consecutive years from 2014 to 2023. This Top Workplace recognition is based on an annual employee engagement survey sponsored by the state's flagship newspaper. The 2023 survey yielded nearly 2,900 confidential comments from our employees, the overwhelming majority of which were positive, and 65% of Primerica's employees participated in the survey. Additionally, in 2023, Primerica was named to the list of Top Workplaces - USA for the third consecutive time. Management analyzed the survey results and the individual comments to develop a company action plan, which was shared with employees at the annual town hall meeting. A progress report on the action plan was later provided to all employees by video in September 2023. Components of that plan include:

- **Communications** - The Company is enhancing all levels of employee communications through additional CEO and senior management videos, standardized communications templates from senior management, action-oriented emails, leader commitments by department and enhancements to the Company Intranet;
- **Training & Development** - The Company continues to offer new development opportunities through dedicated high-potential leadership development programs, and an enhanced e-learning portal that includes workshops and modules on personal development, management fundamentals and DEIB;
- **Review of Company Tools and Technologies** - The Company has undertaken a cost/benefit analysis to develop a plan to provide updated equipment and technology to new and existing employees and add more zoom-enabled conference rooms to facilitate meetings that include both in-person and remote employees;
- **DEIB Action Plans** - All managers participated in an in-person full-day DEIB workshop and remote training is being introduced to non-managerial employees aimed at providing tools and engagement best practices to build productive teams and support effective communications across the Company.

We also see lengthy tenure among many senior field leaders, several of whom have been with Primerica since its inception. As of September 30, 2023, nearly 32,500 of our independent sales representatives had been with the Company for more than 10 years, and over 14,400 of them had been with Primerica for more than 20 years. This continuity of sales force leadership is critical because these leaders help ensure that representatives understand Primerica’s goals, and that we’re all working together to meet the needs of our clients and drive business growth.

SUPPORTING THE SALES FORCE

We maintain a robust culture of recognition and celebration of success, and we provide a wide-reaching support system designed to enable

members of our sales force to achieve their business goals. Included among those are monthly RVP broadcasts produced internally in Primerica’s state-of-the-art production facility, weekly communications updates, as well as weekly training broadcasts to all sales representatives. We also assist sales representatives with licensing training as well as marketing and technical support.

To further our sales force diversity efforts, we have a recruiting initiative designed to attract and retain former members of the U.S. armed forces as they end their service to our country and transition into private sector careers. The program has been successful, and we are pleased to participate in helping former military members transition into the next phase of their professional lives.



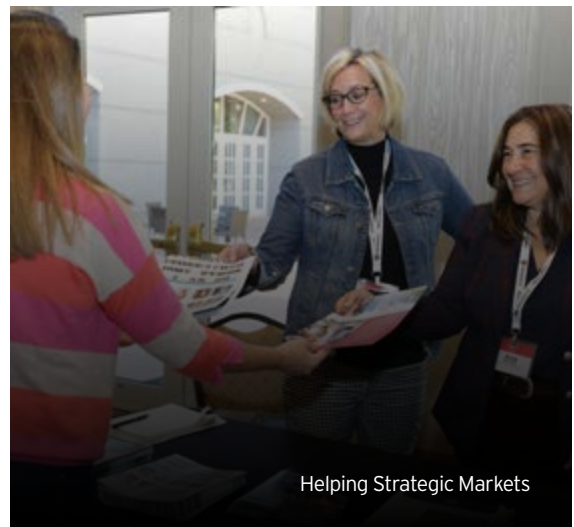
Primerica Licensing Coaches



Social Media Training Broadcast



African American Leadership Council Meeting



Helping Strategic Markets



BUILDING STRONG COMMUNITIES

Primerica is deeply committed to improving the communities in which we live and work. Our core business model centers on enabling access to financial information, products, and services for traditionally underserved markets throughout the United States and Canada. The financial knowledge we impart and the products we provide help to empower families to realize their financial goals and help increase awareness and familiarity with our products and services. Through the resources of Primerica and The Primerica Foundation – combined with the many volunteer efforts and contributions of our employees – we provide critical support to community-based organizations and help change lives for the better.

PHILANTHROPIC FOCUS

Giving back is an integral part of Primerica's culture and it helps define who we are. Our commitment to the communities we serve extends to every area of the business – from the financial education we provide to our support of local residents in need. In concert with our corporate initiatives, Primerica's philanthropic focus supports programs that meet critical needs of individuals and families, and in turn, builds stronger communities.

THE PRIMERICA FOUNDATION

Primerica's corporate philanthropy supports underserved populations and helps develop self-sufficiency among low-to moderate income individuals and families. The mission statement of The Primerica Foundation guides its corporate group-wide giving strategy:

The Primerica Foundation is committed to supporting community causes that contribute to the obtainment and preservation of self-sufficiency for the underserved and low-to moderate-income families and individuals.

The Primerica Foundation and Primerica charitable funding largely aligns with three of the United Nations Sustainable Development goals: No Poverty; Quality Education; and Other/Greater Societal Good.

Primerica's social responsibility initiatives aim to enhance employee, sales force and stockholder value by contributing to the greater societal good. We accomplish this by supporting our local communities through corporate charitable giving, in-kind services, employee volunteerism and grant funding from The Primerica Foundation. Since its founding in 2011, the Primerica Foundation has provided over \$14 million in grants to nonprofit organizations



PRIMERICA EMPLOYEES PLAY A ROLE IN THE SELECTION OF SOME OF THE NON-PROFIT ORGANIZATIONS FUNDED BY OUR FOUNDATION. THROUGH THE ANNUAL EMPLOYEE CHOICE VOTE, EMPLOYEES VOTE FOR THE NON-PROFIT AGENCY OF THEIR CHOICE.



OUR CULTURE OF CARING IS REFLECTED IN THE ACTIVE EMPLOYEE PARTICIPATION IN THE PRIMERICA EMPLOYEE VOLUNTEER PROGRAM. PRIMERICA EMPLOYEES ARE ALWAYS READY TO ROLL UP THEIR SLEEVES TO HELP MAKE THEIR COMMUNITY A GREAT PLACE TO LIVE AND WORK.





in our communities. Over the years, these organizations have positively impacted over four million people in need, and we are proud to be a part of those efforts.

Primerica charitable and The Primerica Foundation funding together support over 100 nonprofit organizations and positively impact an average of over 400,000 people annually. Highlights in 2023 include:

- HomeFirst Gwinnett (HFG) – We continued to partner with Gwinnett County and the United Way of Greater Atlanta to support an assessment center for the needs of people experiencing homelessness and to provide shelter for the homeless. In addition to HFG, The Primerica Foundation supports several other nonprofit organizations focused on homelessness including the Atlanta Children’s Shelter, Gateway Center of Atlanta, Rainbow Village, the Gwinnett Children’s Shelter, the Salvation Army Home Sweet Home Program and City of Refuge;
- Junior Achievement (JA) – We supported financial knowledge through JA Finance Park and as a founding partner of 3DE, an immersive educational experience for Georgia high school students; and
- American Red Cross – Every 2 seconds, someone in the U.S. needs blood. Primerica hosted four on-site blood drives And The Primerica Foundation provided disaster relief funding for the continued increase in devastation from catastrophic weather and wildfires throughout the United States.

Special donations made in the communities where Company business and leadership trips were held in-



cluding to: (1) Lend-a-Hand Bahamas, a U.S. based nonprofit organization operating in Nassau, Bahamas providing sustainable community gardens for underserved people; (2) Feeding South Florida, providing food distribution programs for those most in need; and (3) Junior Achievement of Southern Nevada, providing financial literacy programs for students.

In response to families still recovering from the hardships of the COVID-19 pandemic, Primerica continued to work closely with nonprofit and civic leaders to identify and fund the most pressing needs in our community. Priority funding was given to critical human needs. Our donations went to organizations including the Atlanta Community Food Bank, the Gwinnett Coalition, The Salvation Army, The National Mental Health Association of Georgia, and Feeding America among many others.

Primerica employees play a role in the selection of some of the nonprofit organizations funded by the Primerica Foundation through our annual Employee Choice Vote Grants. Employees vote for the nonprofit agency of their choice from a vetted list of organizations, and ultimately five organizations with the most votes each receive a \$10,000 grant.



In 2022, Primera received the distinguished “Others” award from The Salvation Army in recognition of the Company’s dedication to serving those in greatest need in the local community and for the outstanding support from Primera’s employees. From 2018-2022, The Primera Foundation was named a Best Foundation by Gwinnett Magazine. Further, The Primera Foundation was named one of the Top 25 Georgia-based company-sponsored foundations by the Atlanta Business Chronicle from 2016-2020. In 2018, The Primera Foundation received the Gwinnett County Chamber of Commerce’s D. Scott Hudgens Humanitarian Award for best exemplifying the spirit of compassion and generosity within the community. The Primera Foundation also received the Benefactor of the Year Award from Gwinnett Technical College in recognition of funding scholarships for deserving students in 2018. In 2019, Primera received the “Green Community Partner Award” from Gwinnett Clean and Beautiful. This award is presented annually to an outstanding community partner that demonstrates excellence in engaging members of the community to help keep Gwinnett County clean, green, and more livable.

SUPPORTING FINANCIAL KNOWLEDGE IN VULNERABLE AND UNDERSERVED POPULATIONS

Helping families live better financial lives is a priority at Primera. In line with that effort, The Primera Foundation supports vulnerable and underserved populations by providing grant funding to nonprofit organizations that offer:

- Financial knowledge programs to low-to moderate-income families;
- Personal financial knowledge;

- Life-skills and internship programs for underserved youth; and
- Self-sufficiency and workforce development programs for underserved Veterans and families transitioning from homelessness.

The Primera Foundation provides funding to key partners in our work to support financial knowledge and self-sufficiency, including:

- Economic Empowerment Initiative (provides financial knowledge and entrepreneurial education to young adults);
- Corners Outreach (uses a multi-generational approach to change generational poverty through academic support and career development to underserved Hispanic students while also assisting their parents with employment opportunities);
- Georgia Council on Economic Education (helps teachers teach economics and personal finance in Georgia public and independent schools in addition to preparing students for their economic roles in a global interdependent world);
- JA- Finance Park (an interactive simulation center for students to learn hands-on personal financial knowledge); and
- Operation Hope (works to expand economic opportunity in low-income communities, offers financial education and entrepreneurship programs to stabilize communities and create financial stakeholders).

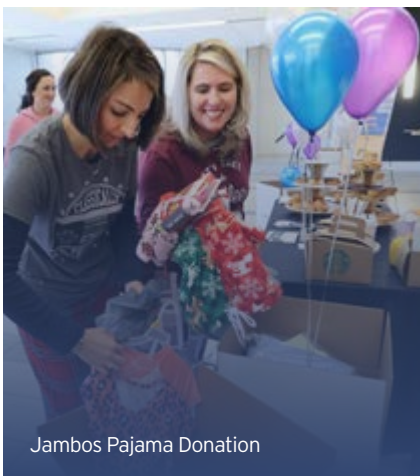
EMPLOYEE AND SALES FORCE INVOLVEMENT

We encourage our employees and independent sales representatives to help make their communities better places to live and work. They are active members of their communities and are involved in local organizations including nonprofit, civic, and religious organizations, local government, and youth sports activities, to name a few. They share the Company's interest in making a meaningful difference in the lives of others, every day.

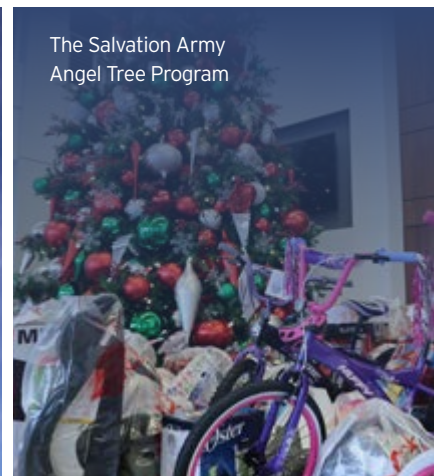
Our culture of caring is reflected in our Employee Volunteer Program. Primerica employees are always ready to roll up their sleeves to help make a positive difference. We support their dedication to volunteerism by giving employees an extra day off each calendar year to volunteer for an organization of their choice. In addition, employees pledging at least one hour of their pay per month to the United Way or The Primerica Foundation can receive an "Angel Day," which is a day off with pay.

Our employees generously give their time and efforts to support many worthy causes. Programs we consistently support include:

- Relay For Life of Gwinnett - Our employees are dedicated to the mission of the American Cancer Society by participating in campus fundraising events for Relay For Life. As a result of our remarkable fundraising efforts, Primerica has been named a National Team of Excellence since 2018 and in 2023 secured the award as the #23 team in the nation. Primerica has also received Gwinnett's Spirit of Giving Award since 2018. As a fundraising team, and Presenting Sponsor, Primerica has donated over \$700,000 for this life-saving mission.
- The Walk to End Alzheimer's - Primerica employees have participated in the Walk to End Alzheimer's of Gwinnett since 2018, as a fundraising walk team and Elite Sponsor. Primerica has consistently finished in the Top 5 fundraising teams in our county.
- Salvation Army - Primerica employees support the Salvation Army through many different on-campus initiatives including The Salvation Army Angel Tree Program and the Socks of Love collection drive to stock shelters throughout Georgia with warm socks. In 2023, our employees donated over 2,200 pairs of socks that were distributed to homeless shelters. Primerica has served as a host for the 11Alive Can-a-thon to benefit the Salvation Army. In our 2021 inaugural year, Primerica employees rose to the challenge to exceed our 30,000 can goal and successfully collected over 100,000 cans. Primerica exceeded that goal in 2022 by collecting 110,000 cans to share with our neighbors in need. Primerica's donation was the single largest donation in the Georgia in both years.
- Gwinnett Clean and Beautiful Adopt-a-Road Program - Primerica volunteers participate quarterly in the Adopt-a-Road Program by collecting trash and other debris along a section of frontage roads surrounding our Primerica Campus.
- American Red Cross Blood Drives - Primerica supports the American Red Cross by hosting quarterly blood drives on our campus. Many Primerica employees understand the critical need and participate as regular donors each quarter.



Jambos Pajama Donation



The Salvation Army
Angel Tree Program

ENVIRONMENTAL

ENVIRONMENTAL RESPONSIBILITY



We recognize the significant challenges presented by climate change to our world, and environmental sustainability is a component of our corporate responsibility efforts. As a financial services company, we do not have manufacturing facilities that can be targeted for significant reductions to our environmental footprint. As a result, we believe our greenhouse gas emissions and carbon footprint are lower than those of many other companies.

Since 2020, we have calculated and disclosed our Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions and are committed to doing so going forward. For the last nine months of 2020 and full-year 2021, we operated in a fully remote work environment as a result of the COVID-19 pandemic. Our Scope 1 and Scope 2 GHG emissions for 2022 are set forth below. As anticipated, our GHG emissions increased to a more normalized full year level in 2022 due to us repopulating our facilities, albeit on a hybrid basis.

	2022	2021	2020
Scope 1 GHG Emissions (metric tons CO2e)	496	525	540
Scope 2 GHG Emissions (metric tons CO2e)	4,647	4,150	4,338
Total	5,143	4,675	4,878

Primerica is paying attention to the current state of the environment, and we are doing what we can to ensure that the Earth’s resources are available for future generations. Under the direction of our Chief Operating Officer, we have made positive strides in reducing our impact on these important resources, and we will continue to make strategic decisions to

drive improvements in environmental sustainability. Several of the steps we have taken to make a meaningful difference in the world around us are highlighted below.

Primerica has been recognized for its environmental leadership by Gwinnett County Clean and Beautiful (GCB), an affiliate of Keep America Beautiful. Primerica is a 3-time award winner of the Great American Clean-up Challenge in the areas of “Clean Up Our Neighborhood,” “Wipeout Graffiti,” and “Grow Green.” Through GCB, Primerica employees volunteer for Adopt-A-Road projects. The Primerica Foundation provides funding for GCB’s “Green Schools Initiative,” serving over 177,000 students and 12,000 teachers in Gwinnett County. Primerica has been the presenting sponsor of the annual Gwinnett Clean and Beautiful Environmental Address and was awarded the 2019 Green Community Partner Award. This award honors an organization with a continuous track record in making a measurable difference in the community and quality of life.

ENVIRONMENTAL IMPACT ON OUR BUSINESS

Environmental issues, particularly those related to climate change, have the potential to present risks and opportunities to our business. We address those risks and opportunities in the following ways:

- Analyzing the potential impact of climate change on the products that we sell
 - See “Governance – Business Pricing” for insights into how we consider environmental factors that might impact health, and therefore our pricing assumptions and underwriting practices.
 - We distribute auto and homeowners’ insurance on behalf of a third party and, as a result, we do not assume the underlying risk that climate change poses with respect to these policies.
- Ensuring that our product mix offers clients the opportunity to invest in products and services that specifically address environmental risk and responsibility - See “Social – Responsible and Sustainable Investment Products” for details regarding the sustainability-related investment options that we make available on our managed accounts platform.
- Incorporating relevant environmental information and analysis into our governance and risk management practices
 - See the Task Force on Climate-Related Financial Disclosures (TCFD) information in Appendix C for insights into how our Board of Directors provides oversight of all risks and opportunities, including those related to climate change, management’s role in managing risks, and integration of relevant environmental factors into our risk management processes.
 - In early 2022, we completed a climate risk materiality assessment facilitated by a third-party consultant. The assessment found that Primerica’s unique business model is largely resilient to significant climate risk impacts and, therefore, that climate issues do not currently present material risk to the Company. Further, the assessment identified climate areas that could create opportunities for Primerica, which we monitor as part of our overall risk management program described below.

RECYCLING INITIATIVES

The financial products we sell have historically relied on paper, which slowed the process of helping our middle-income clients become properly protected and set on a path to financial independence and was not environmentally friendly. Primerica has been at the forefront of implementing leading technology – particularly in regard to digital applications for the independent sales force – in order to reduce paper usage and improve efficiency.

In 2011, Primerica introduced TermNow, a cutting-edge product that is underwritten electronically to qualifying clients within an average of less than 60 seconds after completion of a short questionnaire. This change alone reduced paper usage by more than 5 million pieces. We also eliminated paper medical records in 2013, which has saved over 30 million pieces of paper. In that same year, Best’s Review listed Primerica as one of the Top 10 Innovators for our TermNow product.

In late 2022, Primerica launched our new generation of life insurance products¹⁶ designed to enhance the end-to-end digital experience of our clients and the independent sales force. In 2023, electronic applications accounted for over 99% of submitted applications, and the adoption of electronic delivery of policy documents has increased more than 15%. These changes, coupled with modernizing digital signing experiences, have resulted in over 15 million fewer pages printed since the new products were launched. In addition to providing a more effective and streamlined experience for our clients and the independent sales force in conducting business, they have resulted in print and mail cost-savings for the Company of approximately \$500,000 in the first 10 months and for the independent sales force.

Our robust, company-wide recycling program continues to reap significant environmental benefits. We continuously strive to reduce our imprint on the environment and expanded our recycling efforts in 2017 by implementing a single-stream recycling program. As a result of this change, we reduced an additional 18 tons of paper yearly since the program’s inception. In 2022, the Company recycled more than 423 tons of paper and cardboard.

Over the past three years, throughout our home office campus we replaced more than one million Styrofoam cups with paper cups that flow through our single-stream recycling program. Given our remote working situation

16. Available in all jurisdictions except the State of New York.



Electric Vehicle Charging Unit



Technology Innovation Center



U.S. Corporate Headquarters



Canada Head Office

in 2020 and 2021, Primerica generated significantly less waste during those years and we expect that trend to continue due to our largely hybrid work environment.

CORPORATE HEADQUARTERS

Our 365,000 square foot U.S. corporate headquarters in Duluth, Georgia was built in 2013 to meet LEED standards. Environmental features of our home office include:

- Efficient energy consumption;
- LED lighting;
- Low-flow washroom fixtures;
- Water-side cooling and heating systems; and
- Efficient landscaping that requires little irrigation.

In 2018, our Canadian team moved into a new home office in suburban Toronto, occupying nearly 43,000 square feet on two floors of a 180,000 square foot building. The facility earned an Energy Star score of 99 and has a wastewater diversion rate of 91%.

Additional environmental features of our Canadian home office include:

- Eco tracking of all utility consumption and waste;
- Annual air quality testing and monitoring;
- Low-flow washroom fixtures;
- Green cleaning policy; and
- Electrical landscaping equipment producing zero emissions and a smart watering irrigation system.

Research has shown that the physical workspace plays a critical role in fostering digital innovation, even in a post-pandemic remote or hybrid work environment. In 2019, the Company opened the Primerica Technology Innovation Center, a renovated 38,000 square foot IT workspace that embraces open spaces, enables collaboration, and avoids conflicts that arise in a personal office hierarchy. The cutting-edge workspace includes the following, all of which help foster innovation:

- Changeable workstations that allow teams to easily form and rearrange space to suit their needs;
- Whiteboards and display screens for collaboration;
- Open floorplans, glass walls, comfortable chairs and couches, and small privacy rooms; and
- High-speed WIFI connectivity, high resolution projectors, and remote screen sharing capability.

PROMOTING TRANSPORTATION ALTERNATIVES

Primerica has taken steps to encourage our employees to consider transportation alternatives that have a reduced environmental impact. In 2016, Primerica was named “Best Overall Large Employer” by Georgia Commute Options for our efforts to encourage sustainable commuting options among our employees. We have an effective “Work from Home” program which allows employees in certain jobs to work remotely, thereby reducing fuel usage and auto emissions. In 2017, we installed a new Electric Vehicle Charging Unit to promote low emissions vehicles by assisting our employees who can charge their electric vehicles for free.

UPHOLDING STRONG GOVERNANCE

Primerica believes that integrity, ethics, and a commitment to “doing the right thing” are at the core of who we are as a company. These beliefs govern how we run our business, and they serve as the underpinning of a corporate culture that encourages our people to act with integrity and accountability. We are focused on creating value for our clients, communities, and stakeholders by enhancing our corporate reputation through a strong ethics, governance, and compliance regime.

OUR GOVERNANCE STRUCTURE

Our Board of Directors oversees the business and affairs of the Company. Our Board believes that good corporate governance is a critical factor in our continued success and also aligns management and stockholder interests. Highlights of our corporate governance program are detailed below:

BOARD STRUCTURE	STOCKHOLDER RIGHTS	OTHER HIGHLIGHTS
70% of Board members are independent	Proxy access	Stock ownership guidelines for directors and senior executives
Independent lead director of the Board	Annual election of directors	Pay for performance philosophy
Separate non-executive Chairman of the Board and CEO roles	Regular director refreshment	Broad clawback provisions in the Company's Omnibus Incentive Plan and a new Incentive Compensation Recovery Policy
Independent Audit, Compensation, and Corporate Governance Committees	Majority voting for directors in uncontested elections	Policies prohibiting hedging, pledging, and short sales by employees and directors
Regular executive sessions of independent directors	No poison pill in effect	No tax gross-ups
Annual Board and committee self-assessments	Annual stockholder engagement to discuss corporate governance, executive compensation, and sustainability matters	Strong ethics program
Significant number of directors that demonstrate racial, ethnic, and gender diversity	Multiple avenues for stockholders to communicate with the Board	Publication of an annual Corporate Sustainability Report
Limit on the number of boards on which our directors are allowed to serve		Board Diversity Policy
Retirement age for directors		Board oversight of the Enterprise Risk Management process



PRIMERICA'S LONG-TERM SUCCESS IS BASED ON OUR INTEGRITY. EVERY DAY, OUR MANY STAKEHOLDERS – CLIENTS, INVESTORS, REGULATORS, EMPLOYEES, AND REPRESENTATIVES – COUNT ON OUR COMMITMENT TO THE HIGHEST STANDARDS OF BUSINESS ETHICS AND COMPLIANCE.

Our Corporate Governance Guidelines include provisions to ensure that our directors have adequate time to serve our Company. Our directors have an average tenure of 8.8 years as disclosed in our 2023 Proxy Statement. Directors are required to limit their other board memberships to a number that permits them, given their individual circumstances, to responsibly perform all of their director duties. No director may serve on the board of directors of more than four publicly traded companies (including Primerica). Members of the Audit Committee may not serve on more than three public company audit committees, including our audit committee. None of our directors who have full-time employment serve on more than two public company boards. Because the Primerica directors who serve on three or four public company boards do not have full-time employment, each of them has adequate time to devote to Primerica.

BOARD DIVERSITY

Primerica's Board of Directors values diversity. As stated in our 2023 Proxy Statement, 30% of our directors are racially or ethnically diverse and 40% of our directors are women. In addition, the Board has a [Board Diversity Policy](#), which may be accessed on our Investor Relations

website and requires that the Board consider candidates based on merit against objective criteria tied to the needs of the Board and the Company at the time of nomination while giving due regard to: sex or gender; race; age; religion or creed; national origin, citizenship status or ancestry; disability; sexual orientation, gender identity or



gender expression; military service or veteran status, and other personal characteristics protected by applicable federal, state or local laws. Further, diverse candidates are to be considered whenever the Board commences

a director search. More information on the skills, experiences and diversity of our Board of Directors members can be found in our 2023 Proxy Statement, which is available on our Investor Relations website at <https://investors.primerica.com>.

STOCKHOLDER ENGAGEMENT PROGRAM

Consistent with the process we have followed since 2013, in 2023 we invited the Company's top stockholders, which together represented over 75% of our outstanding shares, to speak with management about topics important to them. Specific topics included Board diversity, succession planning, Environmental, Social

and Governance (ESG) matters, corporate governance matters, and executive compensation. We were pleased with the stockholder feedback, which indicated that our stockholders are generally satisfied with the Company's practices as well as the format and content of the proxy statement and this CSR. This feedback was reviewed by our Board of Directors and the relevant Board committees. Our 2024 Proxy Statement will describe requests received during these conversations and our responses to those suggestions, including actions taken.

BOARD OVERSIGHT OF ESG INITIATIVES

The Corporate Governance Committee of the Board of Directors has oversight responsibility for corporate governance risk (including environmental and social risk), public affairs risk, and human capital management risk (including DEIB, talent development and succession planning). The Corporate Governance Committee receives a quarterly update on sustainability initiatives and disclosure enhancements, and the Committee shares significant developments with the Board of Directors.

ESG AND EXECUTIVE COMPENSATION

Our short-term incentive compensation program is based on four corporate performance objectives with various weightings – operating revenues (20%), net operating income (25%) return on average equity (25%) and size of life-licensed sales force (30%). The size of life-licensed sales force “social” metric is given a higher weighting because it is at the heart of our Company mission to help families become financially independent and it drives the success of our business. As the size of our sales force increases, our business opportunity reaches more people and we are able to protect more underserved middle-income families. In addition, the Compensation Committee meets with the Corporate Governance Committee at least annually to discuss whether additional factors, including sustainability factors, should be considered as part of the executive compensation program. More information is available in our 2023 Proxy Statement.

INTEGRITY AT WORK

Primerica's long-term success is based on our integrity. Every day, our many stakeholders – clients, investors, regulators, employees, and representatives – count on

our commitment to the highest standards of business ethics and compliance. Primerica has numerous corporate governance policies and procedures in place which reflect our commitment to upholding high standards of business conduct and establishing a robust controls environment.

Primerica's [Code of Conduct](#) applies to all employees, directors, and officers of the Company and its subsidiaries. Employees receive required training on our Code of Conduct, and are required to acknowledge compliance with the Code on an annual basis. Members of the sales force must comply with a number of policies and procedures that are similar to the principles and standards, including those related to anti-corruption and business ethics, set forth in our Code of Conduct.

Our Code of Conduct, which is posted on the Corporate Governance page of our Investor Relations website, describes in detail the standards of conduct, including adherence to the laws and regulations that apply to us. The Code of Conduct expressly defines and prohibits practices associated with bribery and corruption as well as money laundering. Primerica's anti-money laundering program includes procedures and guidelines for detecting, deterring, and preventing money laundering financing as well as required, annual anti-money laundering and business ethics training for all employees. We also provide access to key governing documents, such as our [Corporate Governance Guidelines](#) and charters of each Board committee, on our Investor Relations website.

ENTERPRISE RISK MANAGEMENT (ERM)

Primerica's Board of Directors is ultimately responsible for overseeing the Company's management of the various risks facing the Company as well as the Company's compliance culture and overall risk tolerance. The Board and management actively collaborate on the topic of risk management and would work together to resolve any disagreements relating to risk management. The Board of Directors has delegated to the Audit Committee oversight responsibility of our ERM program, including: (1) ensuring that all risk areas are monitored by senior management; (2) confirming that all risk management matters are reported to the Board of Directors or the appropriate Board committee and addressed as needed; and (3) approving the Company's ERM Policy, which describes Primerica's ERM program and delineates the major functions and roles and responsibilities of the



program, at least annually. The Audit Committee reviews the ERM framework quarterly. The Board of Directors and each Board committee actively oversee and monitor the management of risks that could impact the Company's operations in connection with the respective subject matter areas as illustrated in the above graphic.

Management is responsible for implementing the Board-approved risk management strategy and developing policies, controls, processes and procedures to identify and manage risk. Senior management is responsible for ensuring that appropriate risk management is carried out in the business lines, promoting a strong culture of risk management within each business unit or department, identifying all known and emerging risks, recommending appropriate risk limits for identified risk exposures, and developing programs that monitor, test, report control deficiencies. Each quarter, senior management reviews the enterprise and intermediate risks for highlights, trends, and emerging issues. Matters requiring attention are added to a watch list or heat map for monitoring and reporting to the Board of Directors.

On an annual basis, Primerica identifies and assesses its material risk areas, defines mitigating controls (which are documented by our Risk Management and Internal Controls department), assigns each enterprise risk area to a member of executive management (with the underlying intermediate risks assigned to a senior business leader) and reviews the results of the foregoing with the Audit Committee and the Board of Directors. We have developed and implemented a Governance, Risk,

and Compliance tool to record and monitor findings from our testing programs and track mitigating controls, across all business areas.

Primerica has established a Business Risk and Control Committee (BRCC), led by the Chief Compliance and Risk Officer who is a member of our Operating Team. The BRCC is our governing body for enterprise risk management and internal controls and is comprised of senior executives, including the Chief Executive Officer, and relevant intermediate risk owners. The BRCC meets quarterly to monitor all ERM categories and assess the risk heatmap and watch list. Risk updates are provided by each enterprise risk owner. During BRCC meetings, emerging risks outside of the currently defined risk areas are monitored for additional exposure. The Chief Internal Auditor (who reports to the Chair of the Audit Committee of the Board of Directors) monitors our ERM program by attending each BRCC meeting to observe and offer feedback and all quarterly meetings of the Audit Committee of the Board during which the ERM program and related developments are reviewed and discussed.

Each year, employees participate in our required compliance training program. Under the direction of our Chief Compliance and Risk Officer, employees are trained on a wide range of topics including anti-corruption, anti-money-laundering, fraud awareness and reporting, licensing requirements, anti-discrimination policy, sexual discrimination, email phishing, information security and privacy, and maintaining a clean workspace in which confidential information is secure.

ETHICS AND COMPLIANCE CONTROLS

As part of our commitment to upholding the highest standards of business conduct, management of risks related to ethics and compliance with our [Code of Conduct](#) is embedded within our ERM program. Oversight of risks related to ethics and our Code of Conduct has been assigned to the Corporate Governance Committee of the Board of Directors. Our President is the business risk owner and presents quarterly to the Corporate Governance Committee on this risk area. Our Chief Compliance and Risk Officer (who reports to the Company's President) has responsibility for our Code of Conduct. Oversight of risks related to compliance has been assigned to the Audit Committee of the Board of Directors, and our Chief Compliance and Risk Officer is the business risk owner and presents quarterly to the Audit Committee on compliance risk.

Primerica assesses business risks, including risks related to compliance with ethical standards, on an ongoing basis through a number of monitoring and testing programs, including:

- Departmental quality control assessments;
- Field office audits;
- Compliance monitoring and testing;
- Internal audit program; and
- Regulatory reviews.

Through these monitoring and testing programs, we strive to develop a culture based on strong compliance and ethical standards. Led by our Chief Compliance and Risk Officer, we provide relevant support throughout our business, including education, training, and supervision programs, to deter non-compliance. We are proud of our corporate culture and we work hard to instill upon the independent sales force and employees the importance of doing the right thing – for our clients as well as other stakeholders.

REPORTING CONCERNS

In accordance with our overall compliance program and [Code of Conduct](#), employees must promptly report any suspected or actual violations of our Code of Conduct, other Company policies, law, or other wrongdoings affecting the Company. Our Code of Conduct includes various methods by which individuals, including

whistleblowers, can raise concerns. Reports can be made to one or more of the contacts listed in our Code of Conduct, including an independent third-party managed ethics hotline that is available 24 hours a day, 7 days a week. Contact information for our ethics hotline and our Code of Conduct is available on our Investor Relations website at <https://investors.primerica.com>. Individuals making a report via the ethics hotline may choose to remain anonymous, and reports to the hotline are treated as confidential to the extent permitted by law. Our Code of Conduct prohibits retaliation against anyone, including whistleblowers, who, in good faith, raise concerns or questions or reports matters regarding ethics, discrimination or harassment, or suspected violations of other applicable law or Company policies.

Our [Equal Employment Opportunity and Anti-Harassment Policy](#), which includes information about complaint and investigation procedures relating to alleged discrimination incidents, documents and bolsters certain aspects of our Code of Conduct.

Primerica has implemented processes and assigned responsibilities to ensure that every concern relating to compliance and our Code of Conduct is reviewed and resolved in an appropriate manner.

BUSINESS PRICING

Effective pricing and underwriting are significant drivers of the profitability of our life insurance business and we have established our pricing assumptions to be consistent with our underwriting practices, mortality experience and expectation of future mortality trends. In setting pricing assumptions, we consider a range of factors that might impact life expectancy and mortality. Relevant factors may include medical, societal, and demographic trends and changes, along with environmental factors that can impact health. For example, climate change has been found to intensify air pollution, and higher concentrations of pollution increase the risk of stroke, heart disease, lung cancer, and chronic and acute respiratory diseases. As these trends are seen in developing mortality experience, they will be reflected in business pricing.

We use reinsurance primarily to reduce the volatility risk with respect to mortality and generally reinsure between 80% and 90% of the mortality risk for all term life insurance policies, excluding coverage under certain riders. Additional information on how we use reinsurance

in our business is available in our Annual Report on Form 10-K for the year ended December 31, 2022 ("[2022 Annual Report](#)").

PRIVACY AND DATA SECURITY

Our business is dependent on maintaining a secure, confidential environment for our clients', employees' and vendors' information. As such, our Board of Directors has oversight of Primerica's privacy and information security initiatives and it receives a quarterly update on these critical components of our business. Information security and privacy are becoming increasingly important as we depend more and more on mobile technologies to conduct business and bring solutions to clients who entrust their data to us.

Our Chief Information Officer (CIO) has responsibility for our information security program and reports directly to our Chief Operating Officer (COO) on such matters. We have a Cyber Operations Committee at the executive level to identify, evaluate, and monitor all information security risks. This committee, chaired by the COO, meets once a month and provides a cyber update to the full Board quarterly. Our COO and General Counsel have ultimate responsibility for our data privacy program, with day-to-day management assigned to our Legal and operations teams.

Primerica conducts annual required company-wide data privacy and cybersecurity compliance training for all full and part-time employees, members of the independent sales force and contractors who have access to systems. Training includes information on email phishing, protecting sensitive information, securely accessing accounts and devices, and understanding each person's role in a security incident. We perform quarterly phishing tests to help employees recognize and avoid real phishing attempts, and we report the result to department heads.

Further, we implement leading practice access controls, including multi-factor authentication, to limit inappropriate access. Desktop computers at our corporate headquarters have a successive series of screensavers that highlight the dangers of leaving your computer unattended with important documents uncovered, how to choose more secure passwords, and other practical advice for maintaining a secure, safe data environment.

Our [U.S. Customer Privacy Notices](#), [Canada Privacy Notice](#), [Online Privacy Policy](#) and [California Consumer Privacy](#)

[\(CCPA\) Policy](#) provide information on how we collect, disclose and use personal information and the mechanisms by which individuals can request access or corrections to, or removal of, their personal information or raise questions or concerns pertaining to our data privacy practices.

We have built a sophisticated information technology platform to support our clients, operations and sales force. Our data center houses an enterprise-class IBM mainframe as well as modern distributed and cloud technology infrastructure. Our business applications, many of which are proprietary, are supported by application developers and data center staff.

Primerica uses the NIST Cyber Security Framework (NIST CSF), which is comparable to the ISO 27001 framework, for assessing the overall maturity of its cybersecurity program annually, including how the program assesses and mitigates risks. An independent third-party auditing firm triennially periodically assesses our adherence to the NIST CSF and our program maturity against industry benchmarks.

Primerica's information security organization provides services including threat management, application and infrastructure assessments, secure configuration management, and information security administration. Our [Responsible Disclosure Practice](#) also helps us ensure the security and privacy of our customers and data by helping identify potential security issues in our products or services.

Our internal and external penetration and vulnerability assessments conform with the Open Worldwide Application Security Project standards and are conducted quarterly, annually and at application release or integration of third parties. Our Software Development Lifecycle includes integrated, real-time vulnerability assessment. Additionally, Primerica's resiliency team delivers capabilities to support advanced business continuity that are tested annually. These assessment results are reported on a quarterly basis to senior management.

As described under "Governance - Upholding Strong Governance - Enterprise Risk Management," Primerica institutes a three-lines-of-defense model for information security risk assurance, in which internal management is responsible for managing the risk, while other functions at the Company oversee compliance and perform regular assessments and audits. Primerica's internal management

continually assesses information security risk, working with industry experts for maturity and technical assessments. Primerica's enterprise risk management and internal audit functions conduct regular assessments and audits and report the results to the Board of Directors. In addition to conducting regular self-assessments on our controls, Primerica's internal controls are audited regularly by independent external auditors. These audits provide assurance on the design and operating effectiveness of our information security controls in accordance with the standards defined by the American Institute of Certified Public Accountants (AICPA). Primerica also annually reviews and updates its cybersecurity risk assessment using the Federal Financial Institutions Examination Council Cybersecurity Assessment Tool to assess its cybersecurity preparedness and to inform the design of its cybersecurity program.

Our Company has three core policies that govern our home office initiatives in this critical area: (1) Information Security Policy; (2) Data Loss Prevention Policy; and (3) Third-Party Risk Management Policy. These policies are reviewed annually and updated as needed. They address both the processes and technical requirements needed to protect the environments where data is processed, as well as how it is maintained, governed, and protected. In regard to the independent sales force, our Representative Compliance Manuals address required information security controls and various data security protection requirements. These required controls are based on varying governing laws and regulations.

Primerica's senior executives are actively involved in managing information security risk, including coordination of security initiatives to enable Primerica to optimize spending, manage infrastructure, and minimize security risk. This group also provides high-level guidance on technology- and security-related issues of importance to the Company.

We have an Incident Response Plan (IRP) that is reviewed and updated at least annually. That plan and all related procedures are managed by our Chief Information Security Officer (CISO). Our Incident Response Team consists of employees from Information Security, Legal, Compliance, Public Relations, and Operational teams. The IRP is designed to help Primerica identify and promptly respond to information security incidents, contain and

eradicate such incidents, notify affected parties and, where appropriate, notify government and regulatory authorities. The roles and responsibilities of Primerica personnel and third-party vendors in responding to information security incidents are well-documented in the IRP and include when and to whom incidents should be reported based on level of severity. On a semi-annual basis, the team undertakes facilitator-led trainings and simulations of information security incidents. In addition, we maintain ongoing relationships with cybersecurity experts and legal and public relations professionals with expertise in the cybersecurity space. Primerica has also purchased cyber insurance coverage.

PUBLIC AFFAIRS

As a market leader and innovator in a highly regulated industry, we believe it is important to share our expertise and experience serving middle-income families with policymakers in all markets in which we do business. To the extent that we engage in the political arena, we do so at the highest level of ethical conduct and in compliance with our [Code of Conduct](#).

The Corporate Governance Committee of our Board oversees public affairs activities undertaken by senior management. Further, the Company's Government Relations team and associated activities are handled within the Legal department and are subject to internal audit and review to ensure compliance with corporate procedures and requirements.

More information about Primerica's public affairs activity, including information about the Primerica, Inc. Political Action Committee and how to access the Company's lobbying reports, is available on our Investor Relations website at <https://investors.primerica.com>.

SUPPLY CHAIN AND VENDOR MANAGEMENT

Primerica is committed to being a valuable contributor to our communities and believe that developing diversity within our supplier base is important to this commitment. As such, Primerica has a Vendor Diversity Statement that states that Primerica welcomes diverse suppliers from underserved communities, minority groups, and military veterans for inclusion in competitive bids and for the awarding of contracts.

SAFETY AND EMERGENCY PREPAREDNESS/ BUSINESS CONTINUITY (BC)

Our employees and independent sales representatives are the Company's most critical element in achieving future success. As such, we put a strong emphasis on maintaining a safe, secure work environment, and we have programs in place to ensure that the Company's business operations can continue functioning in the event of an emergency. Each Primerica business unit maintains a Business Continuity Plan focused on safeguarding human life and preserving Company assets. BC testing and training for BC coordinators is conducted at least annually. Our required annual compliance program training includes information on safety and emergency preparedness and provides examples of how employees should act in an emergency situation.

We maintain a dedicated Security team in our corporate office locations to protect employees and premises during the event of a threat or actual incidence of violence. Several of these security officers have undergone additional, state-mandated training to allow them to carry

concealed weapons on premise. Our security officers provide a 24/7 mobile patrol, as well as 24/7 coverage of key buildings and facilities, and they are available to escort someone to their car, should an employee feel the need for added safety.

In the event of a fire or similar emergency situation, Primerica employees are well-trained in evacuating the building and gathering in certain locations outside of harm's way. We have employees who serve as dedicated fire marshals, and employees participate in evacuation drills twice a year.

When a severe weather event is anticipated, our Security team monitors reports from the National Weather Service and local news for updates. Primerica has a weather incidence call tree for department heads and managers that can be activated in a moment's notice. If an incident involves life and death situations or business interruptions, we have the capability to send out mass alerts to all staff via text. Our annual compliance program training covers what employees should do and expect in the event of a severe weather event.

CONCLUSION

THANK YOU FOR YOUR INTEREST IN PRIMERICA'S 2023 CORPORATE SUSTAINABILITY REPORT. WE ARE COMMITTED TO CONTINUED IMPROVEMENTS IN ESG BEHAVIOR AND DISCLOSURE AND WE WELCOME YOUR FEEDBACK.



APPENDIX A

ESG SNAPSHOT

This ESG Snapshot includes metrics for the entire company, including all of its business operations as a whole. Information provided for 2023, where available, is as of or for the nine months ended September 30, 2023.

		2023	2022	2021	2020
ECONOMIC					
Financial Performance	Total Revenues (millions)	\$2,089,353	\$2,720,133	\$2,709.7	\$2,217.5
	Net Income (millions)	\$424.6	\$373.0	\$373.4	\$386.2
	Diluted Earnings Per Share	\$11.65	\$9.74	\$9.38	\$9.57
	Dividends Declared Per Share	\$1.95	\$2.20	\$1.88	\$1.60
	Total Assets (millions)	\$14,433	\$15,349	\$16,123	\$14,905
	Net Operating Income Return on Adjusted Stockholders' Equity (ROAE)	26.4%	25.7%	24.3%	24.7%
	Net Investment Income (millions)	\$98.2	\$93.1	\$80.6	\$83.8
Life Insurance	Number of Policies Issued	270,103	291,918	323,855	352,868
	Face Amount Issued (billions)	\$89.8	\$103.8	\$108.5	\$109.4
	Number of Policies in Force	2,948,209	2,896,667	2,885,963	2,787,992
	Term Life Insurance Face Amount in Force (billions)	\$937.9	\$916.8	\$903.4	\$858.8
Investments	Total Investment Sales (billions)	\$6.8	\$10.0	\$11.7	\$7.8
	Client Asset Values at Period End (billions)	\$89.0	\$83.9	\$97.3	\$81.5
SOCIAL					
Workforce Data	Total Workforce Headcount	*	3,392	3,117	2,230
	Percent Women in Workforce	*	63%	63%	63%
	Percent Women Officers	*	47.5	45%	46%
	Employee Retention Rate	*	85%	89%	92%
	Employee Turnover Rate	*	14.9%	n/c ²	n/c ²
	Average Tenure of Senior Leadership Team ¹	*	25.4	22.9	31.5
Sales Force Data	Size of Life-Insurance Licensed Sales Force (end of period)	139,053	135,2083	129,515	134,907 ³
	Number of New Recruits	271,933	359,735	349,374	400,345
	Number of Newly Life-Insurance Licensed Representatives	36,067	45,147	39,622	48,106
	Percent Women Life-Insurance Licensed Sales Force	59%	59%	57%	56%
	Percent Women Recruits	62%	62%	63%	60%
	Percent Women Newly Life-Insurance Licensed	62%	62%	64%	62%
Supplier Management & Diversity	Supplier Management Policy (y/n)	Y	Y	Y	Y
Human Rights & Ethics	Human Rights Statement	Y	N	N	N
	Code of Conduct (y/n)	Y	Y	Y	Y
	Equal Employment Opportunity Policy – Standalone (y/n)	Y	Y	Y	Y
	Anti-Bribery & Anti-Corruption Policy (y/n)	Y	Y	Y	Y
	Whistleblowing and Non-Retaliation Policy (y/n)	Y	Y	Y	Y
Charitable Giving	The Primerica Foundation and Primerica, Inc. (millions)	*	\$2.1	\$2.0	\$2.3

* Unavailable because relates to full year 2023.

1. Year-end average tenure of our senior leaders as found in our Annual Report on Form 10-K for the stated year. 2. Not calculated. 3. Number of life insurance-licensed independent sales representatives at December 31, 2020 includes 3,597 temporary licenses that were issued in response to the COVID-19 pandemic and 2,508 licenses that were extended due to the COVID-19 pandemic.

APPENDIX A (CONTINUED)

		2023	2022	2021	2020
GOVERNANCE⁴					
Board Composition & Independence	Size of the Board (Number of Nominees Elected at the Annual Meeting)	10	11	11	11
	Board Average Age	62.0	62.3	63.7	62.7
	Mandatory Retirement Age (y/n)	Y	Y	Y	Y
	Average Director Tenure	8.8	8.2 ⁵	7.6	7.3
	Independence of Committees (Other than Executive Committee (y/n))	Y	Y	Y	Y
	Independent Chairman (y/n)	Y	Y	Y	N
	Independent Lead Director (y/n)	Y	Y	Y	Y
Board Diversity	Number of Women on the Board	4	4	3	3
	Percent of Directors Who Are Women	40%	36%	27%	27%
	Number of Directors with Racial/Ethnic Diversity	3	3	3	3
	Percent of Directors with Racial/Ethnic Diversity	30%	27%	27%	27%
Board and Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	*	30	33	29
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year	0	0	0	0
	Executive Session (y/n)	Y	Y	Y	Y
	Executive Session of Independent Directors (y/n)	Y	Y	Y	Y
Stockholder Rights	Annual Election of Directors (y/n)	Y	Y	Y	Y
	Majority Voting Standard for Director Elections (y/n)	Y	Y	Y	Y
	Single Voting Class (y/n)	Y	Y	Y	Y
	Proxy Access (y/n)	Y	Y	Y	Y
	Poison Pill (y/n)	N	N	N	N
Executive Compensation	CEO Pay Ratio	75:1	95:1	102:1	84:1
	Clawback Provision for Executive Compensation (y/n)	Y	Y	Y	Y
	Double-Trigger Vesting Upon Change in Control (y/n)	Y	Y	Y	Y
	CEO Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required CEO Stock Ownership Multiple of Base Salary	5	5	5	5
	Senior Executive Member Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Senior Executive Member Stock Ownership Multiple of Base Salary	2.5-3.5	2.5-3.5	2.5-3.5	2.5-3.5
	Director Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required Director Stock Ownership Multiple of Annual Cash Retainer	5	5	5	5
ENVIRONMENTAL					
Climate	TCFD Disclosure (y/n)	Y	Y	Y	Y
	CDP Carbon Disclosure (y/n)	N	N	N	N
GHG Emissions	Material GHG Emissions (y/n)	N	N	N	N
	Emissions Reduction Initiatives (y/n)	N	N	N	N

* Unavailable because relates to full year 2023.

⁴ As described in our proxy statement relating to the Annual Meeting of Stockholders (the "Annual Meeting") held in the stated year. ⁵ Excludes Amber L. Cottle, who was elected to our Board at the Annual Meeting held on May 11, 2022.

APPENDIX B

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE

Primerica is a leading provider of financial products to middle-income households in the United States and Canada. Through a network of independent contractor sales representatives, Primerica assists our clients in meeting their needs for term life insurance, which we underwrite, and mutual funds, annuities, managed investments and other financial products, which we distribute primarily on behalf of third parties. Because our business covers multiple Sustainability Accounting Standards Board (SASB) industry groups, we are providing disclosures that are aligned with both the “Insurance” industry and “Asset Management and Custody Activities” industry within the Financials Sector. SASB information provided below is as of December 31, 2023.

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	BUSINESS LINE(S)	PAGE NUMBER
Financial Performance	FN-AC-270A.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Investments	45
	FN-IN-270A.1, FN-AC-270A.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance and financial product-related information to new and returning customers	Insurance and Investments	45
	FN-IN-270A.2	Complaints-to-claims ratio	Insurance	45
	FN-IN-270A.3	Customer retention rate	Insurance	45
	FN-IN-270A.4, FN-AC-270A.3	Description of approach to informing customers about products and services	Insurance and Investments	45
Employee Diversity & Inclusion	FN-AC-330A.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non- executive management, (3) professionals, and (4) all other employees	Investments	45
Incorporation of Environmental, Social and Governance Factors in Investment Management & Advisory	FN-IN-410A.1	Total invested assets, by industry and asset class	Insurance	46
	FN-AC-410A.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	Investments	46
	FN-IN-410A.2	Description of approach to incorporation of ESG factors in investment management and/or wealth management processes and strategies	Insurance	46
	FN-AC-410A.2	Description of approach to incorporation of ESG factors in investment and/ or wealth management processes and strategies	Investments	47
	FN-AC-410A.3	Description of proxy voting and investee engagement policies and procedures	Investments	47

APPENDIX B (CONTINUED)

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	BUSINESS LINE(S)	PAGE NUMBER
Policies Designed to Incentivize Responsible Behavior	FN-IN-410B.1	Net premiums written related to energy efficiency and low carbon technology	Insurance	47
	FN-IN-410B.2	Discussion of products and/or product features that incentivize health, safety and/or environmentally responsible actions and/or behaviors	Insurance	47
Environmental Risk Exposure	FN-IN-450A.1	Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes	Insurance	47
	FN-IN-450A.2	Total amount of monetary losses attributable to insurance payouts from (1) modeled natural catastrophes and (2) non-modeled natural catastrophes, by type of event and geographic segment (net and gross of reinsurance)	Insurance	47
	FN-IN-450A.3	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	Insurance	47
Systemic Risk Management	FN-IN-550A.1	Exposure to derivative instruments by category: (1) total potential exposure to non-centrally cleared derivatives, (2) total fair value of acceptable collateral posted with the Central Clearinghouse, and (3) total potential exposure to centrally cleared derivatives	Insurance	48
	FN-IN-550A.2	Total fair value of securities lending collateral assets	Insurance	48
	FN-IN-550A.3	Description of approach to managing capital- and liquidity- related risks associated with systemic non-insurance activities	Insurance	48
	FN-AC-550A.1	Percentage of open-end fund assets under management by category of liquidity classification	Investments	48
	FN-AC-550A.2	Description of approach to incorporation of liquidity risk management programs into portfolio strategy and redemption risk management	Investments	48
	FN-AC-550A.3	Total exposure to securities financing transactions	Investments	48
	FN-AC-550A.4	Net exposure to written credit derivatives	Investments	48
Activity Metrics	FN-IN-000.A	Number of policies in force, by segment	Insurance	48
	FN-AC-000.A	(1) Total registered and (2) total unregistered assets under management (AUM)	Investments	48
	FN-AC-000.B	Total assets under custody and supervision	Investments	48

APPENDIX B (CONTINUED)

FINANCIAL PERFORMANCE

FN-AC-270a.1 – (1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings

Primerica sells its products through a network of independent contractor sales representatives who are not employees. In the United States, e-TeleQuote Insurance, Inc. (“e-TeleQuote”), an indirect subsidiary of Primerica, distributes Medicare-related insurance products on behalf of third-party private health insurance carriers. e-TeleQuote’s licensed health agents are employees but are not covered employees as defined by FN-AC-270A.1. As a result, Primerica had no such applicable matters in 2022.

FN-IN-270a.1 and FN-AC-270a.2 – Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance and financial product-related information to new and returning customers

In accordance with Securities and Exchange Commission (SEC) requirements, Primerica discloses all material legal proceedings, other than routine litigation incidental to the business, in its Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q. In 2022, legal proceedings and/or losses, if any, associated with marketing and communication of insurance and financial product-related information were immaterial.

FN-IN-270a.2 – Complaints-to-claims ratio

Primerica’s domestic insurance subsidiaries are subject to insurance regulation in the various states and jurisdictions in which they transact business. Most state insurance departments provide consumer complaint data to the National Association of Insurance Commissioners (NAIC) Consumer Information Search (CIS), and the NAIC produces several reports combining this data. Neither the NAIC nor Primerica, however, calculates a complaints-to-claims ratio. We do not believe a complaints-to-claims ratio is a meaningful metric for assessing a company’s claim handling process.

For example, companies may track open and closed claims differently, which could result in a comparison that is not meaningful. Additionally, a complaint may be received years after a claim is closed, which could overstate a company’s ratio for that reporting period. A complaints-to-claims ratio also would not account for variations in an underwriting company’s concentration of lines of business or market share, which further diminishes the usefulness of the metric.

Based on information from the state insurance departments, the NAIC does provide a summary listing of all closed complaints by line of business for each U.S. domiciled underwriting company. The NAIC then develops a “closed complaint index,” which considers this information as well as market share and premium by line of business. We believe this closed complaint index is a more meaningful metric, because it factors in market concentration by line of business, providing a more comparable measure.

Accordingly, we are providing the closed complaint indices for our U.S. underwriting companies that report financial information to the NAIC.

The NAIC defines “closed complaints” as complaints where the state has upheld the consumer’s position and calculates a “closed complaint index” by comparing a company’s closed complaints to the Company’s market share of premiums for the respective line of business. As part of the closed complaint index calculation, the NAIC uses an algorithm that compares each underwriting company’s ratio to an industry-wide national median score of 1.0. The national median score attempts to normalize the ratio for each underwriting company based upon the total number of complaints, market share and other factors included in the algorithm. For each policy type, 50% of companies have ratios greater than the median score of 1.0, and 50% have ratios below the median score of 1.0. It is important to note, however, that because the NAIC ratio uses written premium for the denominator, its methodology may skew the ratio for an underwriting company with little or no written premium, such as a company with run-off business. For example, for an underwriting company with little or no written premium, the ratio may appear to be abnormally high even when the Company received a minimal number of complaints. As disclosed on the NAIC website, CIS data is voluntarily supplied by state insurance departments and compiled and coded by the NAIC. Not all states provide complaint data to the CIS.

For Primerica Life Insurance Company, the closed complaint index reported for 2022 was 0.39 (based on 25 complaints). For National Benefit Life Insurance Company, the closed complaint index reported for 2022 was 0.01 (based on 4 complaints). This information may also be obtained through the Consumer page on the NAIC site at: https://content.naic.org/cis_consumer_information.htm

FN-IN-270a.3 – Customer retention rate

Primerica does not track customer retention rates. The Company tracks policy persistency but does not disclose quarterly policy persistency as it is not meaningful as a stand-alone measurement.

FN-IN-270a.4 and FN-AC-270a.3 – Description of approach to informing customers about products and services

Sales and referrals of products to customers are handled through a network of independent contractor sales representatives. Please refer to the following subheadings contained in Item 1 of our Annual Report on Form 10-K for the year ended December 31, 2022 ([2022 Annual Report](#)) for certain responsive information: Our Clients; Sales Force Motivation, Training, Communication and Sales Support Tools; Performance-Based Compensation Structure; Supervision and Compliance; Term Life Insurance; and Investment and Savings Products.

EMPLOYEE DIVERSITY & INCLUSION

FN-AC-330a.1 – Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees

APPENDIX B (CONTINUED)

The percentage of gender representation among our U.S. employees as of December 31, 2022 is set forth in Table 1 below.

Table 1	Female	Male
Executive Management ¹	45.3%	54.7%
Non-Executive Management ²	60.4%	39.6%
Professionals ³	54.6%	45.4%
All Other Employees ⁴	67.8%	32.2%
All Employees	62.5%	37.5%

The percentage of racial/ethnic group representation among our U.S. employees as of December 31, 2021 is set forth in Table 2 below.

Table 2	Asian	Black or African American	Hispanic or Latino	Other	White
Executive Management ¹	6.6%	2.8%	4.7%	0.0%	85.8%
Non-Executive Management ²	25.9%	8.4%	4.6%	1.7%	59.5%
Professionals ³	24.4%	7.3%	15.9%	2.6%	49.8%
All Other Employees ⁴	37.2%	15.7%	3.7%	4.3%	39.2%
All Employees	31.1%	12.0%	7.0%	3.3%	6.6%

1. Includes employees at the SVP and above levels and comparable e-TeleQuote employees. 2. Includes employees at the AVP and VP levels and non-AVP Managers and comparable e-TeleQuote employees. 3. All remaining exempt (as defined by the Fair Labor Standards Act) employees. 4. All remaining non-exempt employees.

INCORPORATION OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE FACTORS IN INVESTMENT MANAGEMENT & ADVISORY

FN-IN-410a.1 – Total invested assets, by industry and asset class

The Company follows a conservative investment strategy designed to emphasize the preservation of our invested assets and provide adequate liquidity for the prompt payment of claims. Details including asset type, industry exposures, and credit quality are available in Note 4 (Investments) to our consolidated financial statements and Management's Discussion and Analysis of Financial Condition and Results of Operations in our 2022 Annual Report, as well as in the Supplemental Financial Information found on our Investor Relations website at <https://investors.primerica.com>.

FN-AC-410a.1 – Amount of assets under management, by asset class, that employ (1) integration of ESG issues, (2) sustainability themed investing, and (3) screening

Through our U.S. introducing broker-dealer subsidiary, we offer non-proprietary mutual funds and variable annuities sold by independent securities-licensed sales representatives. Independent securities-licensed representatives typically provide investment advice related to asset allocation and investment selection at the time an account is opened. Subsequently, the independent representatives are available at the client's request to provide additional advice and assistance with account maintenance; however, neither we nor the independent representatives provide ongoing monitoring of client accounts in a brokerage relationship. Client assets are held away from the broker-dealer at the fund company, annuity issuer or their respective service providers. Further, we are not an investment advisor or portfolio manager to any of the mutual funds or variable annuity subaccounts available to our clients. In the U.S. only, we also sponsor a managed accounts program, through our U.S. investment advisor subsidiary, that provides our clients access to ongoing advice and asset management. Program assets are invested at the client's direction in non-proprietary investment models created and managed by 11 (as of December

31, 2022) unaffiliated investment advisers. We do not participate in the unaffiliated investment advisers' securities selection nor model construction processes. Program assets are held at an unaffiliated broker-dealer that serves as the qualified custodian to the program.

Two of the 11 (as of December 31, 2022) unaffiliated investment advisers in our U.S. managed accounts program—Dana Investment Advisors, Inc. ("Dana") and Sage Advisory Services, Ltd. Co. ("Sage")—offer investment models that fully incorporate sustainability factors into the analysis, securities selection, portfolio construction, and management of the models. Both of these unaffiliated investment advisers are signatories to the U.N. Principles for Responsible Investment and apply sustainability factors that map to the United Nations Sustainable Development Goals. As of September 30, 2023, there were approximately \$404.6 million of assets under management invested in such models.

In Canada, licensed independent sales representatives distribute and sell to our clients a variety of mutual funds and segregated funds. Our Canadian introducing broker-dealer subsidiary is the principal distributor for two families of mutual funds that are managed by well-established, unrelated investment fund managers. We are not a portfolio manager to any of the mutual funds available to our clients in Canada.

FN-IN-410a.2 – Description of approach to incorporation ESG factors in investment management processes and strategies

At Primerica, we believe that sustainability practices can affect portfolio performance and are necessary considerations for responsible investing. Primerica maintains a conservative investment philosophy for our corporate invested asset portfolio. We have an investment committee composed of members of our senior management team that is responsible for establishing and maintaining our investment guidelines, supervising our investment activity, and managing investment portfolio risk. Our investment committee regularly monitors our overall investment results and our compliance with our investment objectives and guidelines. The committee

APPENDIX B (CONTINUED)

has direct oversight over our third-party investment advisor (Conning Inc., Goodwin Capital Advisers Inc. and Conning Asset Management Limited, collectively “Conning”) to assist us in the management of our investing activities and we expect Conning to consider all relevant investment risk, including sustainability-related issues. Conning reports to our investment committee and quarterly provides the committee with available ESG information based on MSCI data and Conning’s proprietary methodology for Primerica’s investment portfolio. See “Social-Responsible Investment Policies and Practices” in our 2023 Corporate Sustainability Report (“2023 CSR”) for more details.

Conning has been a signatory to the U.N. Principles for Responsible Investment since 2012 and engages regularly with senior management of companies on ESG factors and considers these in their review of our corporate investment portfolio as well as in the investment recommendations they provide to us. Material ESG risk factors are integrated into the target rating and outlook for issuers to derive a holistic understanding of creditworthiness. The process is supported by Conning’s ESG Steering Committee which reviews ESG risks and opportunities in the portfolios of their clients as part of a best practices process.

FN-AC-410a.2 – Description of approach to incorporation of ESG factors in investment and/or wealth management processes and strategies

We recognize that making socially responsible and sustainable investment decisions are important and valuable to some of our clients. At September 30, 2023, our U.S. brokerage clients had access to approximately 556 funds offered by eight mutual fund companies. Of those, 83 had a Morningstar Sustainability Rating of “high” or “above average” (the top two highest ratings). At September 30, 2023, our Canadian brokerage clients had access to 30 principal distributor funds with a Morningstar Sustainability Rating of “high” or “above average”.

Further, our managed accounts clients, through our Lifetime Advisory Platform, have access to a variety of fixed income and global equity investment strategies offered by two independent investment management firms that fully incorporate sustainability factors into the analysis, selection, portfolio construction and management of investments. Both independent investment management firms are signatories to the U.N. Principles for Responsible Investment and apply sustainability factors that map to the United Nations Sustainable Development Goals. More information is available under “Social - Responsible and Sustainable Investment Products in our 2023 Corporate Sustainability Report.

FN-AC-410a.3 – Description of proxy voting and investee engagement policies and procedures

We do not currently engage in proxy voting activities on behalf of our clients.

POLICIES DESIGNED TO INCENTIVIZE RESPONSIBLE BEHAVIOR

FN-IN-410b.1 – Net premiums written related to energy efficiency and low carbon technology

This item is not material to Primerica, as insurance products that we underwrite are limited to term life insurance.

FN-IN-410b.2 – Discussion of products and/or product features that incentivize health, safety and/or environmentally responsible actions and/or behaviors

The company sells term life insurance. The following include certain of the health-related items that can impact the rate/classification offered to a life insurance applicant or upon reconsideration after the policy has been issued:

- Use of tobacco products, include vape and e-cigarettes
- Body/mass index
- Cholesterol levels
- Mental health
- A history of cardiovascular issues, respiratory issues, or diabetes
- Driving history and history of suspension or revocation of driver’s license
- History of DUI violations
- Participation in hazardous sports
- Hazardous occupational duties

While we track mortality as a whole and by the use of tobacco products, the Company does not track performance on underwriting of term life insurance for insureds who do or do not, exhibit other of these items.

ENVIRONMENTAL RISK EXPOSURE

FN-IN-450a.1 – Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes

Primerica does not measure the probable maximum loss from weather-related natural catastrophes, as insurance products that we underwrite are limited to term life insurance.

FN-IN-450a.2 – Total amount of monetary losses attributable to insurance payouts from (1) modeled natural catastrophes and (2) non-modeled natural catastrophes, by type of event and geographic segment (net and gross of reinsurance)

Primerica does not measure the monetary losses attributable to insurance payouts from natural catastrophes, as insurance products that we underwrite are limited to term life insurance.

FN-IN-450a.3 – Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy

Primerica does not incorporate environmental risks into the underwriting process for its term life insurance policies, nor the management of firm-level risks and capital adequacy.

BUSINESS ETHICS

FN-AC-510a.1 – Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anticompetitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations

APPENDIX B (CONTINUED)

In accordance with SEC requirements, Primerica discloses all material legal proceedings, other than routine litigation incidental to the business, in its Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q. In 2022, legal proceedings and/or losses, if any, associated with the rules and laws described above were immaterial.

FN-AC-510a.2 – Description of whistleblower policies and procedures

In accordance with our overall compliance program and [Code of Conduct](#), which is available on our Investor Relations website at <https://investors.primerica.com>, employees must promptly report any suspected or actual violations of our Code of Conduct, other Company policies, law or other wrongdoings affecting the company. Reports can be made to one or more of the contacts listed in our Code of Conduct, including an independent third-party managed ethics hotline that is available 24 hours a day, seven days a week. Contact information for our ethics hotline is also available on our Company website. Individuals making a report via the ethics hotline may choose to remain anonymous, and reports to the hotline are treated confidential to the extent permitted by law. Our Code of Conduct prohibits retaliation against anyone who, in good faith, raises concerns or questions or reports matters regarding ethics, discrimination or harassment or suspected violations of other applicable law or Company policies. All employees receive mandatory annual training on our Code.

SYSTEMIC RISK MANAGEMENT

FN-IN-550a.1 – Exposure to derivative instruments by category: (1) total potential exposure to non-centrally cleared derivatives, (2) total fair value of acceptable collateral posted with the Central Clearinghouse, and (3) total potential exposure to centrally cleared derivatives

Primerica's exposure to the derivative instruments described above were de minimus in 2022.

FN-IN-550a.2 – Total fair value of securities lending collateral assets

We participate in securities lending transactions pursuant to which we loan securities owned by us to increase investment income with minimal risk. We require collateral on securities loaned equal to 102% of the fair value of the loaned securities. We accept collateral in the form of securities, which we are not able to sell or encumber, as well as collateral in the form of cash, all of which we reinvest. Primerica's fair value of collateral assets held under securities lending arrangements at December 31, 2022 was \$100.9 million. See Note 4 (Investments) to our Consolidated Financial Statements for the fiscal year ended December 31, 2022 as provided in our 2022 Annual Report.

FN-IN-550a.3 – Description of approach to managing capital- and liquidity-related risks associated with systemic non-insurance activities

The Company's Board of Directors is responsible for the oversight of the Company's risk management framework. The oversight for significant risk management policies resides with the Company's Audit Committee of the Board under powers delegated by the Board. Management is responsible for implementing the Board-approved risk management strategy and

developing policies, controls, processes and procedures to identify and manage risk. The risks for which a potential capital or liquidity impact could be determined are identified and various stress scenarios are tested to model potential impacts to liquidity and capital. These risks include but are not limited to significant mortality events such as climate disasters, sudden market movements and credit events.

FN-AC-550a.4 – Net exposure to written credit derivatives

We do not have exposure to written credit derivatives.

ACTIVITY METRICS

FN-IN-000.A – Number of policies in force, by segment: (1) property and casualty, (2) life, and (3) assumed reinsurance

At December 31, 2022, Primerica had 2,896,667 term life insurance policies in force. The company has no property and casualty policies and no assumed reinsurance policies. See Item 1. Business of our 2022 Annual Report.

FN-AC-000.A – (1) Total registered and (2) total unregistered assets under management (AUM)

At December 31, 2022, Primerica had \$83.9 billion in assets under management. All assets under management are in registered products. See Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations of our 2022 Annual Report.

FN-AC-000.B – Total assets under custody and supervision

We have custody arrangements with third party service providers pursuant to which such providers have custody of client assets.

FN-AC-550a.1 – Percentage of open-end fund assets under management by category of liquidity classification

PFS Investments evaluates models for inclusion in the program and conducts ongoing due diligence of the models and unaffiliated investment advisors made available through the program. Neither PFS Investments nor the licensed independent sales force representative provide continuous or regulatory supervisory or management services with respect to the client's assets, as defined under Section 203A of the Investment Advisers Act of 1940. See our response under FN-AC-410a.1 for more information. As a result, we don't track the percentage of open-end fund assets under management by category of liquidity classification.

FN-AC-550a.2 – Description of approach to incorporation of liquidity risk management programs into portfolio strategy and redemption risk management

Because we do not provide continuous or regulatory supervisory or management services with respect to our clients' assets, this item is not applicable.

FN-AC-550a.3 – Total exposure to securities financing transactions

We do not participate in securities financing transactions in our asset management business.

APPENDIX C

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INFORMATION

This Task Force on Climate-related Financial Disclosures (TCFD) information provides an overview of our strategy and approach to climate-related risks and opportunities, including how our robust enterprise risk management process allows for the identification and management of existing and emerging risks, including any climate-related risks.

GOVERNANCE: Disclose the organization's governance around climate-related risks and opportunities	
<i>Describe the board's oversight of climate-related risks and opportunities</i>	<p>The Board of Directors of Primerica, Inc. ("Board of Directors" or the "Board") is ultimately responsible for overseeing management of the various risks facing the Company, including any risks related to climate change issues, as well as the Company's compliance culture and overall risk tolerance. The Board and management actively collaborate on the topic of risk management and would work together to resolve any disagreements relating to risk management.</p> <p>The Board of Directors has delegated to the Audit Committee oversight responsibility of our enterprise risk management (ERM) program, including: (1) ensuring that all risk areas are monitored by senior management; (2) confirming that all risk management matters are reported to the Board of Directors or the appropriate Board committee and addressed as needed; and (3) approving the Company's ERM Policy, which describes Primerica's ERM program and delineates the major functions and roles and responsibilities of the program, at least annually. In addition, the Audit Committee reviews the ERM framework quarterly. Environment and Social risk is included as an intermediate risk under the Corporate Governance risk within the overall ERM program.</p> <p>The Corporate Governance Committee is responsible for oversight of our environmental and social initiatives and provides input to management with respect to the public reporting on these topics. The Corporate Governance Committee receives a quarterly report on such initiatives and disclosure enhancements, and the Committee shares significant developments with the Board of Directors.</p>
<i>Describe management's role in assessing and managing climate-related risks and opportunities</i>	<p>Management is responsible for implementing the Board-approved risk management strategy and developing policies, controls, processes and procedures to identify and manage risk, including any climate-related risks.</p> <p>Primerica's management has formed a Business Risk and Control Committee (BRCC), led by the Chief Compliance and Risk Officer, which is our governing body for enterprise risk management and internal controls and is comprised of senior executives, including the Chief Executive Officer, and relevant intermediate risk owners. The BRCC meets quarterly to monitor all ERM categories and assess the risk heatmap and watchlist. Risk updates are provided by each enterprise risk owner. During BRCC meetings, emerging risks outside of the currently defined risk areas are monitored for additional exposure. The Chief Internal Auditor (who reports to the Chair of the Audit Committee of the Board of Directors) monitors our ERM program by attending each BRCC meeting to observe and offer feedback and all quarterly meetings of the Audit Committee of the Board during which the ERM program and related developments are reviewed and discussed.</p> <p>Primerica's Chief Risk and Compliance Officer manages Primerica's risk management function and is supported by the Risk Management and Internal Controls Department.</p>
STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	
<i>Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.</i>	<p>We have identified and track a number of risks and opportunities through our risk management process, some of which are already being impacted by climate change issues, and others could be impacted by climate change issues in the medium to long term. Those risks and opportunities include items relating to:</p> <ul style="list-style-type: none"> • Extreme Weather Events • Shift in Consumer Preference • Chronic Temperature Rise • Reputation • Regulatory

APPENDIX C (CONTINUED)

<p><i>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</i></p>	<p>Extreme Weather Events: Extreme weather events could exacerbate business interruptions, lead to increased mortality and related claims, impact customer disposable income, and prevent our independent sales representatives from traveling to clients. Such events could also lead to increased demand for life insurance policies.</p> <p>We have developed and implemented a company-wide Crisis Management Plan (CMP), which describes the process by which we will respond when a major event, including an extreme weather event, threatens to harm our organization, our stakeholders, or the general public. Potential situations covered by the CMP include environmental disasters that might be exacerbated by the impacts of climate change, including storms, tornadoes, hurricanes, floods, and droughts. Critical elements of the CMP include the location of relevant operating procedures, incident assessment guidelines, evacuation procedures, crisis communications, and site containment and recovery. When an extreme weather event is anticipated, our security team monitors reports from the National Weather Service and local news for updates. We have a weather incidence call tree for department heads and managers, and the capability to send out mass alerts to all staff via the Vibe text system.</p> <p>Shift in Consumer Preferences: Customers of our Investment and Savings Products (ISP) could demand additional ESG and climate-focused ISP products. We regularly review our product mix to ensure that we are offering our clients the opportunity to invest in responsible products and services that specifically address environmental risk and responsibility. See "Social - Responsible Life Insurance Product Offerings and Responsible and Sustainable Investment Products" in our 2023 Corporate Sustainability Report (the "2023 CSR") for details regarding the sustainability-related investment options that we make available on our managed accounts platform.</p> <p>Chronic Temperature Rise: Chronic temperature rise associated with climate change could lead to increased mortality and related claims and impact our customers' disposable income. It could also lead to increased demand for life insurance policies. We have established our pricing assumptions to be consistent with our underwriting practices, mortality experience and expectation of future mortality trends. In setting pricing assumptions, we consider a range of factors that might impact life expectancy and mortality, including relevant factors that can impact health. For example, chronic temperature rise associated with climate change has been found to intensify air pollution, and higher concentrations of pollution increase the risk of stroke, heart disease and chronic and acute respiratory diseases. As these trends are seen in developing mortality experience, they will be reflected in business pricing.</p> <p>We use reinsurance primarily to reduce the volatility risk with respect to mortality and generally reinsure between 80% and 90% of the mortality risk for all term life insurance policies, excluding coverage under certain riders.</p> <p>Reputation: We do not own or manage the investment products we sell, insulating us from much of the climate risk usually associated with financial services companies. The Company's investment portfolio has limited exposure to carbon-intensive sectors. With respect to Primerica's investment portfolio, we follow a conservative investment strategy designed to emphasize the preservation of our investment assets and provide adequate liquidity for the prompt payment of claims. We expect our third-party investment advisor to consider all relevant investment risk, including those that might relate to climate change. See the "Risk Management" section below for more detail.</p> <p>We communicate and engage with our investors on sustainability issues, including climate change, regularly through the publication of an annual Corporate Sustainability Report, ESG Snapshot, and Sustainability Accounting Board Standards (SASB) disclosure and through annual investor outreach discussions. See the Corporate Sustainability section of our Investor Relations website at https://investors.primerica.com for more information.</p> <p>Regulatory: In certain jurisdictions, legislators and regulators are increasingly focused on building a regulatory framework for the management of financial risks arising from climate change. These include, among other things, regulations and/or policies on climate risk management and disclosure. The compliance costs associated with these requirements may be relatively high compared to our exposure considering our position as a mid-cap financial services company.</p>
<p><i>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</i></p>	<p>In 2022, we completed a climate risk materiality assessment facilitated by a third-party consultant. The assessment found that overall, Primerica's unique business model is largely resilient to significant climate risk impact and, therefore, climate issues do not currently present material risk to the Company. Further, the assessment identified climate areas that could create opportunities for Primerica, which we monitor as part of our overall risk management program described below.</p>

APPENDIX C (CONTINUED)

RISK MANAGEMENT: Disclose how the organization identifies, assesses, and manages climate-related risks.																	
<p><i>Describe the organization's processes for identifying and assessing climate-related risks.</i></p>	<p>On an annual basis, Primerica identifies and assesses its material risks, including those related to climate change. Material risks are documented by our Risk Management and Internal Controls Department, mitigating controls are defined, and risks are assigned to an enterprise risk owner. Risks are discussed at the BRCC by the enterprise risk owners and presented to Primerica's Board.</p> <p>Ownership of each risk is assigned to a specific Board committee or the full Board for quarterly oversight purposes. Any emerging risks are identified by management through our risk management process. See "Governance - Enterprise Risk Management" in our 2023 CSR for the respective risk areas assigned to each Board committee or the full Board.</p>																
<p><i>Describe the organization's processes for managing climate-related risks, and how those processes are integrated into the organization's overall risk management.</i></p>	<p>Management is responsible for ensuring that appropriate risk management is carried out in the business, including any climate-related risk management, promoting a strong culture of risk management within each business unit or department, identifying all known and emerging risks, recommending appropriate risk limits for identified risk exposures, and developing programs that monitor, test, report control deficiencies, and report on any opportunities for control enhancements. Each quarter, senior management reviews the enterprise and intermediate risks for highlights, trends, and emerging issues. Matters requiring attention are added to a watch list or heat map for monitoring and reporting to the Board.</p> <p>A senior executive has been identified as the enterprise risk owner for each of the Company's enterprise risks. In addition, a senior business leader has been identified as the intermediate risk owner for each intermediate risk, including climate-related risk. Each enterprise risk owner reports his or her assessment of the relevant risk to the BRCC quarterly. During a BRCC meeting, any emerging risks outside of the currently defined risk areas are monitored for additional exposure. The Company has developed and implemented a Governance, Risk and Compliance tool to record and monitor findings from our testing programs and track mitigating controls across all business areas.</p> <p>We have an investment committee composed of members of senior management that is responsible for supervising our investment activity and managing investment portfolio risk, including any risks that might relate to climate change. Our investment committee regularly monitors our overall investment results and our compliance with our investment objectives and guidelines. Further, the investment committee has direct oversight over our third-party investment advisor (Conning Inc., Goodwin Capital Advisors Inc., and Conning Asset Management Limited, collectively "Conning") to assist us in the management of our investing activities. Our Treasury function receives portfolio credit reports from our investment advisor as needed to review specific issuers, which include environmental risk analysis for relevant corporate issuers. Conning reports to our investment committee and provides available sustainability information for Primerica's investment portfolio based on MSCI data and Conning's proprietary methodology. See "Social - Responsible and Sustainable Investment Policies and Practices" in our 2023 CSR for more detail.</p>																
METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.																	
<p>Since 2020, we have calculated and disclosed our Scope 1 and Scope 2 greenhouse gas emissions ("GHG") and are committed to doing so going forward. For the last nine months of 2020 and full-year 2021, we operated in a fully remote environment as a result of the COVID-19 pandemic. Our Scope 1 and Scope 2 GHG emissions for 2022 are set forth below. As anticipated, our GHG emissions increased to a more normalized full year level in 2022 after we repopulated our facilities, albeit on a hybrid basis.</p>																	
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