

# EVEREST RE GROUP, LTD.

**CORPORATE RESPONSIBILITY REPORT**

2021



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## LETTER FROM THE CEO



In March 2020, we published our inaugural Corporate Responsibility Report. Since then, the world has changed, and we have been confronted with significant challenges. The COVID-19 pandemic, social movements addressing systemic injustices and the realization of the devastating impacts of climate change have put extraordinary pressure on our planet, social fabric and public health. Businesses and their operations have also been strongly impacted.

In light of these developments, stakeholders have further elevated their expectations from companies to address social and environmental problems and operate in a manner that aligns with their values. Because we recognize these risks and opportunities, our Board of Directors and executive management have included environmental, social and governance factors as one of the core pillars of our business model and future strategy.

Highlights since the publication of our last Corporate Responsibility Report include expanding diversity, equity and inclusion initiatives at our Company, notably forming a DEI Council within Everest to drive our DEI efforts. In addition, in response to the COVID-19 pandemic, we continued our significant efforts to address and protect the health and safety of our employees while always ensuring that we continue to provide the best-in-class service that our customers expect.

Furthermore, we recently launched Everest Cares with three specific philanthropic aims—climate, hunger and justice. Everest Cares has identified charitable organizations for its giving program that align with these priorities and invest in the local communities where we live and operate. We have also undertaken direct efforts to protect our environment and focus on sustainability. Our new U.S. headquarters has several eco-friendly features and energy-saving systems and received LEED Silver certification in 2021. In addition, we implemented a greenhouse gas emissions inventory project to help assess the carbon footprint of our operations.

Finally, Everest just became one of the first insurance organizations in Bermuda or North America to join the United Nations Environment Programme Finance Initiative's Principles for Sustainable Insurance, a global framework for the insurance industry to better understand, prevent and reduce ESG risks, and better manage opportunities to provide quality and reliable risk protection. This commitment is in addition to Everest already being a signatory to the United Nations-supported Principles for Responsible Investment, the world's leading proponent of responsible investment, since 2019 in connection with Everest's \$30 billion investment portfolio.

We are proud of what we have achieved over the past two years despite the extraordinary obstacles we have faced. ESG is a key pillar of our core strategy and decision-making processes and we are excited for the next steps to continue this journey towards a more sustainable future.

Thank you,

A handwritten signature in black ink, appearing to read 'Juan C. Andrade', written over a light blue background.

Juan C. Andrade  
President and Chief Executive Officer

# TRANSFORMING OUR BUSINESS

A commitment is at the heart of our core business operations. Just as we honor our commitments to our policyholders, we are committed to investing in the communities where we operate and society at large. Social and environmental changes are driving the need to re-examine how we engage our resources in our communities. We believe that the creation of long-term value for our shareholders implicitly requires the enactment and execution of business practices and strategies that, while delivering competitive returns, also help to address environmental and social threats. Everest is committed to incorporating sustainability into our business and advancing further in this area.

VALUE 1	VALUE 2	VALUE 3	VALUE 4
Embedding sustainability into actions and decisions impacting our operations and investments	Promoting a culture of continuous learning, professional development and mentorship	Promoting diversity and an inclusive culture across all areas of the business	Reaching communities and supporting vulnerable populations through charitable giving with a focus on climate, hunger and justice

## Recent Highlights

### Company's Pandemic Response

The COVID-19 pandemic placed unprecedented pressures upon our people and planet. Despite these stressors, we moved seamlessly to a remote work environment and avoided lay-offs and salary reductions due to the pandemic.

We formed a COVID-19 task force to identify, plan and implement procedures to manage our business and ensure the well-being of our employees in accordance with local government shut-down requirements and other regulations applicable to our offices around the globe. The task force is comprised of leaders from various cross-functional areas, including human resources, information technology, claims, underwriting, legal, finance/accounting and corporate services, among others. Our centralized communication platform also aided the task force by relaying key information to our employees around the globe on several fronts, including government response information and local procedures.

Additionally, we held regular virtual town hall meetings hosted by our CEO and entire senior executive leadership team to address our employees' questions and concerns about the Company's financial position, job security and other matters. Throughout the pandemic, we have prioritized the health, safety and well-being of our employees. We conducted employee surveys to identify their return-to-office expectations and worked closely with them to successfully develop a phased office reopening strategy.

Employees were initially welcomed back on a Phase 1 voluntary basis with limited capacity to ensure that they were comfortable being back in an office environment after staying home for nearly a year. Most of our offices are currently in a reentry stage with employees returning to office under the Company's new work model known as the Future of Work ("FOW"). We formed the FOW committee, comprised of members with diverse backgrounds, levels and representation from our global offices, to evaluate employee concerns and ultimately roll out a new telework policy. The committee also closely coordinates with the Everest Technology Services division to identify technology and other tools needed to support the new work model.

## Recent Highlights *(continued)*

### Second Corporate Responsibility Report

We are pleased to present our second Corporate Responsibility Report prepared in accordance with the Global Reporting Initiative ("GRI") standards. Over the past two years, we have worked closely with our Board of Directors, shareholders and employees to continue to advance our environmental, social and governance ("ESG") efforts. As we implement these initiatives, we will continue to report our plans and achievements to respond to the demand for improved ESG practices. Please refer to Appendix C for a full GRI Index.

### LEED Certification

We moved into our new U.S. headquarters in December 2020, and in 2021, the building achieved LEED Silver status. The building has various eco-friendly amenities, such as charging stations for electric vehicles and low-flow plumbing fixtures in bathrooms. We are also proud that in June 2020, Everest received the United Way of Northern New Jersey Impact Award for our recently opened U.S. headquarters. This award is presented to a real estate project considered to have the most positive impact in Northern New Jersey during the past year.



### Carbon Footprint Analysis

We also adopted a greenhouse gas ("GHG") emissions inventory project in 2021 for our U.S. operations. We are currently tracking scope 1 (direct emissions from owned resources), scope 2 (indirect emissions from purchased electricity) and certain scope 3 (other indirect emissions linked to Everest's operations) emissions from our U.S. operations. Everest engaged an independent third party to help collect and monitor the GHG emissions data to ensure it is reliable and accurate. We are also planning to expand this project to include further offices outside of the U.S. We plan to utilize this data to identify opportunities for emissions reductions and develop a transition plan to minimize climate-related risks. Please refer to Appendix B for the GHG emissions data.

### Task Force on Climate-Related Financial Disclosures

We have expanded our reporting to comply with the Task Force on Climate-Related Financial Disclosures ("TCFD") recommendations. The TCFD was developed to implement more effective climate-related disclosures to enable stakeholders to understand the concentration of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks.



Adopting these recommendations will help demonstrate our commitment to considering climate issues and transitioning to a low-carbon economy.

The TCFD is structured around four disclosure areas that Everest will address: 1) governance, 2) strategy, 3) risk management and 4) climate-related metrics. Many of the TCFD recommended disclosures are consistent with the GRI and Sustainability Accounting Standards Board ("SASB"), which we have already adopted. Please refer to Appendix D for the TCFD Index. Everest will continue to take steps to improve its TCFD reporting in accordance with the TCFD recommendations in future ESG reports and disclosures.

### Launch of Everest Cares

We launched Everest Cares in 2021, a new program that will align with three specific philanthropic pillars: climate, hunger and justice. As part of Everest Cares, we announced a new employee matching gift program, which will align our corporate giving efforts with our three philanthropic pillars. We selected a fully vetted group of organizations that focus on these three priority areas. Employee donations can be made to qualifying organizations with Everest matching all donations of \$25 to \$5,000, per employee.



### Serving Our Communities

Everest Charitable Outreach ("ECO"), founded in 2017, is a community service organization sponsored by the Company that coordinates employee engagement with charities in the local communities where we operate. Through ECO, we partner with organizations that use their funds directly for their causes with limited overhead expense. We strive to assure that at least 80 percent of the Company's financial donations to each of our partner organizations go directly to the community endeavors being supported. The cornerstone of ECO's community outreach efforts involves working closely with our local offices around the globe to develop programs that encourage active employee participation in a variety of events within their local communities and neighborhoods.



**Recent Highlights** *(continued)*

*Principles for Sustainable Insurance*

Everest became a signatory to the Principles for Sustainable Insurance (“PSI”) in 2022. The PSI launched at the 2012 UN Conference on Sustainable Development and now serves as a global framework for the insurance industry to address ESG risks and opportunities.



*Frameworks*

Everest now aligns its ESG initiatives and disclosures with the following five leading standards and frameworks:

✓	<b>GLOBAL REPORTING INITIATIVE STANDARDS</b>
	THE GRI STANDARDS ARE ONE OF THE BROADEST, MOST WIDELY ADOPTED AND GLOBALLY RECOGNIZED STANDARDS FOR SUSTAINABILITY REPORTING.
✓	<b>SUSTAINABILITY ACCOUNTING STANDARDS BOARD</b>
	SASB PUBLISHES A SET OF STANDARDS FOR 77 DIFFERENT INDUSTRIES (INCLUDING INSURANCE), WHICH IDENTIFY THE MINIMAL SET OF FINANCIALLY MATERIAL SUSTAINABILITY TOPICS AND THEIR ASSOCIATED METRICS FOR A TYPICAL COMPANY IN A GIVEN INDUSTRY.
✓	<b>TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES</b>
	THE TCFD WAS SET UP BY THE FINANCIAL STABILITY BOARD OF THE G20 TO DEVELOP RECOMMENDATIONS FOR COMPANIES TO USE WHEN DISCLOSING CLIMATE-RELATED RISKS AND OPPORTUNITIES TO THEIR STAKEHOLDERS.
✓	<b>PRINCIPLES FOR RESPONSIBLE INVESTMENT</b>
	THE UNITED NATIONS-SUPPORTED PRI IS A GLOBAL LEADING PROPONENT OF RESPONSIBLE INVESTMENT, WITH OVER 4,600 SIGNATORIES REPRESENTING MORE THAN U.S. \$120 TRILLION IN AUM.*
✓	<b>PRINCIPLES FOR SUSTAINABLE INSURANCE</b>
	ENDORSED BY THE UN SECRETARY-GENERAL, THESE PRINCIPLES HAVE LED TO THE LARGEST COLLABORATIVE INITIATIVE BETWEEN THE UN AND THE INSURANCE INDUSTRY.



**2021 BY THE NUMBERS**

<b>0</b> LAYOFFS, FURLOUGHS OR SALARY reductions due to the COVID-19 pandemic	<b>2</b> NEW EMPLOYEE RESOURCE GROUPS Founded: Pan-Asian and Latin Employee Resource Groups	<b>13</b> EVEREST CHARITABLE OUTREACH events involving over 600 employees
<b>65</b> INTERNS HIRED to grow our Early Talent pipeline with 75% of interns being diverse by ethnicity and gender	<b>26</b> YEARS AS A PUBLICLY TRADED COMPANY	
<b>1,850</b> TREES PLANTED AROUND THE WORLD to support reforestation	<b>3</b> NEW INTERNATIONAL PARTNERSHIPS: UN Principles for Sustainable Insurance, International Finance Corporation and Green Guarantee Company	
<b>35%</b> OF ALL NEW HIRES have a diverse ethnic background and 50% of all new hires are diverse by gender	<b>39,926</b> TOTAL HOURS of developmental, professional and diversity training completed by employees	
<b>500</b> NEW EMPLOYEES hired in 2021 with 63% of new hires across all levels being diverse by gender or ethnicity	<b>1,000+</b> VOLUNTEER HOURS by Everest employees for charitable efforts	
<b>1</b> NEW BUSINESS RESOURCE GROUP Founded: EverGreen	<b>1</b> FULL DAY CIVIC ENGAGEMENT PAID TIME OFF	<b>1</b> NEW EMPLOYEE PROGRAM: Everest Cares supports our three philanthropic pillars: climate, hunger and justice

\*As of December, 2021 <https://www.unpri.org/signatories/signatory-resources/quarterly-signatory-update>

## ROADMAP OF RECENT AND UPCOMING ESG INITIATIVES & DEVELOPMENTS

### 2022 / 23

- Everest continues to enhance its ESG data collection procedures to report its ESG initiatives and carbon footprint and compile the depth of Everest's ESG achievements.
- Everest will continue to consider not only the latest ESG best practices and themes for reporting, but will also review feedback received from various Everest stakeholders. As ESG reporting frameworks and best practices continue to evolve, Everest will consider adopting additional and/or alternative reporting disclosure standards in the future, including any new or consolidated international standards for ESG disclosures.
- Everest will further consider its investment, underwriting and supply chain strategies to incorporate ESG and climate-related risks and opportunities into its core business operations.
- Everest is aligning its Corporate Responsibility Report with the TCFD recommendations for the first time to show how Everest has integrated climate-related risks and opportunities into four key thematic areas—governance, strategy, risk management and metrics and targets. To further align our reporting with the TCFD recommendations, we will utilize our GHG inventory project to help conduct climate scenario analyses applicable to our business in coming years. Through these analyses we will identify climate-related risks and opportunities to better understand the resiliency of our business under different climate change scenarios.
- Everest is launching the EverGreen Business Resource Group ("BRG") in 2022. This group will focus on enhancing and streamlining our global efforts to cultivate and drive a company-wide culture of sustainability focusing on green initiatives throughout our organization. EverGreen will expand Everest's environmental and social consciousness and advance our social responsibility efforts.
- We completed our first GHG inventory in 2022 for U.S. operations (based on 2021 data), including capturing scope 1, 2 and 3 emissions and begin to identify measures to create carbon footprint baselines, targets and goals throughout our business operations.
- We will continue to build on our extensive diversity, equity and inclusion ("DEI") initiatives to fortify equality and inclusivity for all of our colleagues across the organization.

### 2021

- Everest joined the PSI, a global framework for the insurance industry to address ESG risks and opportunities, which is sponsored by the United Nations Environment Programme Finance Initiative. Over 200 organizations have joined the PSI.
- Everest's Warren, New Jersey headquarters was certified as a LEED Silver building.
- Everest began its GHG inventory assessment. This assessment will help Everest identify its environmental and climate risks and take proactive action to reduce its GHG footprint.
- Everest announced Everest Cares, a new program that will align a substantial portion of our charitable giving with three philanthropic pillars: climate, hunger and justice.
- Everest formed the Pan-Asian and Latin Employee Resource Groups ("ERGs") in 2021 (which are an addition to other existing ERGs such as the Black ERG, Women's Networking Group and Pride ERG).

### 2020

- Everest published its first SASB report.
- Everest published its inaugural comprehensive Corporate Responsibility Report, written in accordance with GRI standards.
- Everest formed the DEI Council to enhance our diversity, equity and inclusion efforts.

## SOCIAL IMPACT SPOTLIGHT

Through our various credit risk transfer products, Everest supports primary mortgage insurers and government-sponsored enterprise programs to enable families and first-time homebuyers alike to purchase homes, accumulate wealth through real estate and realize the significant long-term benefits of homeownership. Mortgage (re)insurance allows lenders to provide loans with lower down payment requirements, providing greater buying power and opportunity for homebuyers than would otherwise exist.

Everest is proud to include the following programs within its pool of risk loans:

### Fannie Mae's HomeReady®

This product is designed to help lenders confidently serve credit-worthy low-income borrowers and encourage the financing of homes in designated low-income, minority and disaster-impacted communities. It features down payment requirements as little as three percent, flexible funding options to fund down payments and closing cost obligations and competitive pricing options.

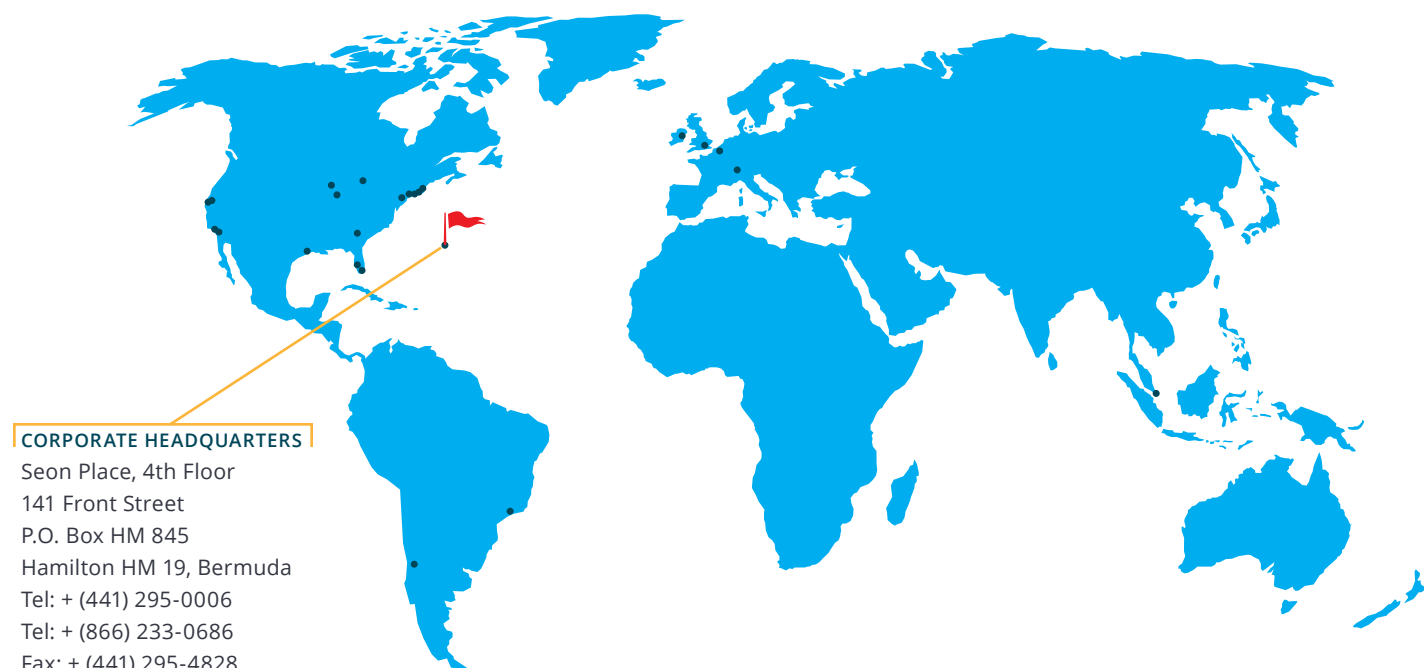
### Freddie Mac's Home Possible®

This product offers options and credit flexibilities to help very low to low-income borrowers own a home, with down payment options as low as three percent, allowances for non-resident co-borrowers and flexible funding options.

Furthermore, we firmly believe in consumer protections related to the pools of loans that Everest provides coverage for, including the Fair Housing Act and Equal Credit Opportunity Act. The Fair Housing Act makes it unlawful to discriminate in housing-related activities against any person because of race, color, religion, national origin, sex, disability or familial status, while the Equal Credit Opportunity Act prohibits discrimination concerning any aspect of a credit transaction based on sex, race, color, religion, national origin, marital status, age (provided the applicant can enter into a binding contract), receipt of public assistance or because the applicant has in good faith exercised any right under the Consumer Credit Protection Act.



## MAP OF GLOBAL OPERATIONS



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 Tel: +1 (800) 269-6660  
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**UNITED STATES**  
 Atlanta, GA  
 Boston, MA  
 Chicago, IL  
 Houston, TX  
 Indianapolis, IN  
 Los Angeles, CA  
 Miami, FL

New York, NY  
 Orange, CA  
 Philadelphia, PA  
 San Francisco, CA  
 Stamford, CT  
 Tampa, FL  
 Walnut Creek, CA

**CANADA**  
 Toronto, Canada

**SOUTH AMERICA**  
 Santiago, Chile  
 São Paulo, Brazil

**EUROPE**  
 Brussels, Belgium  
 Dublin, Ireland  
 London, England  
 Zurich, Switzerland

**ASIA**  
 Singapore

## ABOUT EVEREST RE GROUP, LTD.

### Governance

Good corporate governance is a core value and mission of Everest and guides our decisions and actions. As such, Everest is committed to upholding robust governance policies and practices that promote the interests of our shareholders while ensuring that the Company maintains the highest degree of integrity and responsibility. Under the leadership of our Board of Directors ("Board") and extending to management and all employees, Everest regularly reviews and adapts its governance and business strategies to emphasize sustainability and reflect the evolving best practices in corporate responsibility. These actions help us compete effectively, ensure lasting viability and build long-term shareholder value.

### Board Composition and Leadership Diversity

Our strength and success come from our diversity. Our Board believes that it is essential that directors represent diverse perspectives, skills and experience. Diversity encourages honest debate over dynamic and evolving perspectives in corporate governance and risk management. Everest's Board is currently 33 percent diverse by gender, race and ethnicity (up from 12.5 percent diverse in 2018), and in 2021, we were among only three percent of S&P 500 companies with a Hispanic Chief Executive Officer.

The Board's Nominating and Governance Committee is responsible for identifying and recommending qualified individuals who can best sustain and bolster the success of our business and represent shareholder interest through an appropriate mix of skills, experiences and perspectives. Taking into account the characteristics of the Board, both individually and as a group, the Nominating and Governance Committee reviews and considers many aspects of diversity such as gender, age, ethnicity, education, professional experience, personal accomplishments and differences in viewpoints and skills when evaluating Board candidates. The Nominating and Governance Committee is especially committed to expanding its pool of director candidates to ensure inclusion of highly qualified women and persons of color.

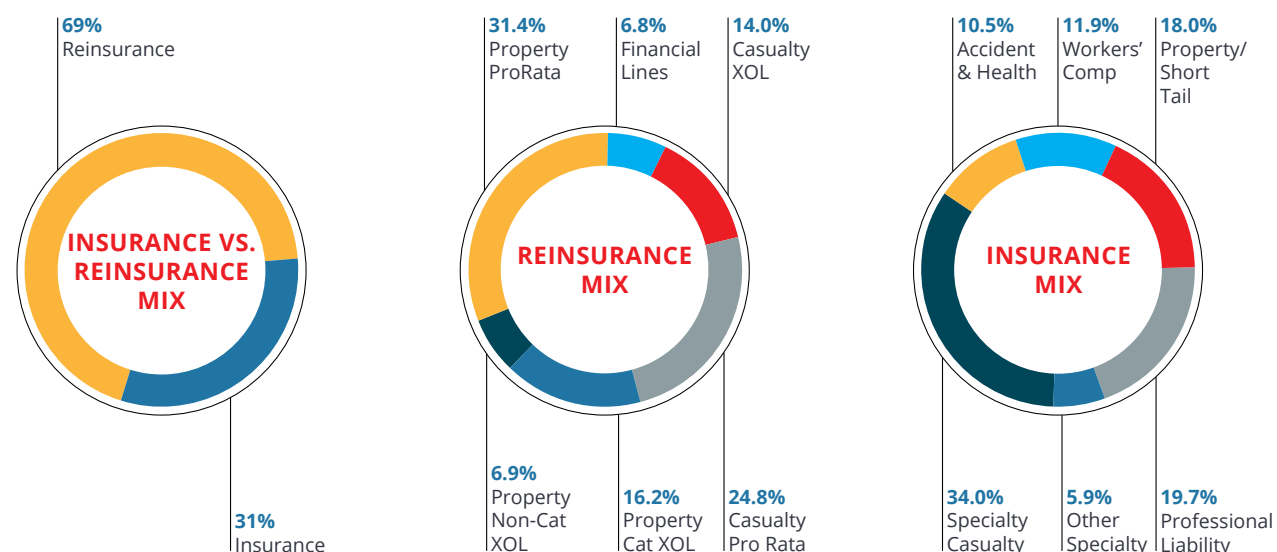
The Board further operates under the Company's Corporate Governance Guidelines. These guidelines detail qualification requirements that directors must satisfy and are available to view at <https://www.everestre.com/>.

### Board Committees

The Board conducts its business through its regular meetings and meetings of its committees. Committees operate collaboratively, and their meetings are open to informational attendance by non-committee Board members and executives. This fosters rigorous discussion, cross-committee information sharing and risk identification and allows for more informed oversight.

In 2021, the Board formed the Risk Committee to assume the enhanced responsibilities of monitoring and assessing management's actions in identifying and mitigating operational risks. Together with the Board, this committee establishes the Company's risk management principles, policies and risk appetite levels.

## PRODUCTS OFFERED



Everest employees volunteered with Rise Against Hunger to pack nutritious meals that were distributed around the world.

COMMITTEE	RESPONSIBILITIES	MEMBERS	INDEPENDENCE
<b>Audit Committee</b>	Assists in the oversight of the integrity of: <ul style="list-style-type: none"> <li>• Financial statements</li> <li>• Enterprise risk management</li> <li>• Legal and regulatory compliance</li> <li>• Auditor qualifications and independence</li> <li>• Internal audit function and performance</li> </ul>	7	100%
<b>Compensation Committee</b>	Performs the Board's responsibilities relating to: <ul style="list-style-type: none"> <li>• Compensation of Company executive officers and senior financial officers</li> <li>• Review of compensation decisions with management</li> <li>• Evaluation of compensation arrangements for possible risks to the Company</li> </ul>	7	100%
<b>Executive Committee</b>	Engages in: <ul style="list-style-type: none"> <li>• Special projects at the behest of the Board</li> <li>• Emergent matters as representatives of the Board when meetings of the full Board are impractical</li> </ul>	4	50%
<b>Investment Committee</b>	Oversees management of: <ul style="list-style-type: none"> <li>• Asset allocation</li> <li>• Investment manager selection</li> <li>• The overall risk profile of the Company's portfolio</li> </ul>	5	60%
<b>Nominating and Governance Committee</b>	Assumes annual responsibility for: <ul style="list-style-type: none"> <li>• Determining the size of the Board</li> <li>• Identifying qualified candidates for the Board</li> <li>• Recommending director nominees for the annual meeting of shareholders</li> <li>• Evaluating and recommending any appropriate changes to the Corporate Governance Guidelines</li> <li>• Reviewing governance standards</li> <li>• Overseeing ESG issues</li> </ul>	7	100%
<b>Risk Committee</b>	<ul style="list-style-type: none"> <li>• Responsible for establishing risk management principles, policies and risk tolerance levels</li> <li>• Provides centralized executive oversight in identifying, assessing, monitoring, controlling and communicating risk</li> </ul>	4	75%

## Shareholder Outreach

The goal of our shareholder engagement is to build trust, collaborate and maintain a dialogue. As part of our governance practices, we solicit feedback from our shareholders and engage in discussions with various shareholders on governance issues and improvements. We reach out to our shareholders to gauge emerging best practices in governance and environmental disclosures every year. Because of the practical limitations in meeting with all of our shareholders, we supplement our outreach with publications, seminars and other materials to continually assess our governance standards. These actions ensure that our shareholders are informed and feel confident that their perspectives and concerns are addressed in our decision-making.

Many of our shareholders have expressed strong support for our ESG initiatives and disclosures. Thus, we have been proactive in engaging with our shareholders to discuss Everest's ESG reporting and other ESG-related initiatives. These meetings have allowed us to understand our shareholders' ESG concerns and desires and helped us address them where possible.

## Investor Day

For the first time, in 2021 Everest hosted an Investor Day. Highlights of the event included detailed presentations from

Everest's President and CEO Juan C. Andrade and other members of the executive team. The presentations provided shareholders with valuable insights on the Company's three-year strategic plan setting out financial targets and core strategic pillars designed to create long-term shareholder value.

## Executive Compensation

Everest's executive compensation program aligns the interests of our executive officers with those of our shareholders. The program is designed and endorsed by the Compensation Committee and reflects the Company's priorities and values of executive compensation. The Compensation Committee annually considers the following core objectives:

- Attracting and retaining a talented and diverse team of executives who will provide creative leadership and ensure success for the Company in a dynamic and competitive marketplace
- Supporting the execution of the Company's business strategy and the achievement of long-term financial objectives
- Creating long-term shareholder value
- Rewarding executives for achieving financial performance surpassing that of our competitors over time



Everest executives at the Company's 2021 Investor Day.

## Governance Highlights

- ▶ BOARD IS **78% INDEPENDENT** (7 OF 9 DIRECTORS)
- ▶ INDEPENDENCE STANDARDS ARE **STRICTER** THAN THOSE REQUIRED BY THE NEW YORK STOCK EXCHANGE
- ▶ AUDIT COMMITTEE IS **100% INDEPENDENT**
- ▶ COMPENSATION COMMITTEE IS **100% INDEPENDENT**
- ▶ NOMINATING AND GOVERNANCE COMMITTEE IS **100% INDEPENDENT**
- ▶ **SEPARATE CEO AND CHAIRMAN**
- ▶ **INDEPENDENT LEAD DIRECTOR**
- ▶ **100% DIRECTOR ATTENDANCE** AT BOARD MEETINGS AND ANNUAL GENERAL MEETING IN 2021
- ▶ **NO MINIMUM SHARES REQUIRED** TO NOMINATE A QUALIFIED DIRECTOR CANDIDATE
- ▶ ANNUAL SAY ON PAY VOTE—2021 SAY ON PAY VOTE RECEIVED **92.99% APPROVAL**

## ESG Governance

The Nominating and Governance Committee formally oversees the Company's ESG practices and reports on the Company's initiatives and compliance to the Board. Everest's General Counsel and Chief Compliance Officer has proactively led all aspects of our ESG initiatives, including the publication of our second Corporate Responsibility Report. Everest also has a dedicated ESG team responsible for keeping abreast of ESG trends, analyzing ESG issues and developing our ESG strategy, including attorneys, a paralegal and an ESG assistant.



Everest employees joined senior leaders for a ribbon-cutting ceremony to commemorate the opening of our new U.S. headquarters.

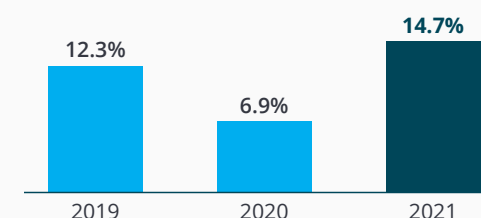
## ECONOMIC PERFORMANCE

Our approach to economic development is evaluated annually by internal and external auditors. It is also presented in our Annual Report and Proxy Statement for shareholder review prior to the Annual General Meeting.

### 2021 Financial Highlights

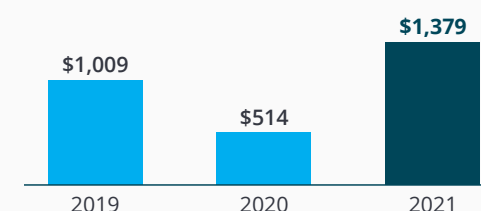
- ▶ GROSS WRITTEN PREMIUM OF \$13 BILLION, 25% GROWTH YEAR OVER YEAR
- ▶ 97.8% COMBINED RATIO AND 87.6% ATTRITIONAL COMBINED RATIO<sup>1</sup>
- ▶ 12.2% AFTER TAX OPERATING INCOME RETURN ON EQUITY
- ▶ \$10.1 BILLION IN SHAREHOLDERS' EQUITY
- ▶ OPERATING CASH FLOW OF \$3.8 BILLION
- ▶ \$29.7 BILLION IN INVESTED ASSETS, \$38.2 BILLION IN TOTAL ASSETS

#### TOTAL SHAREHOLDER RETURN



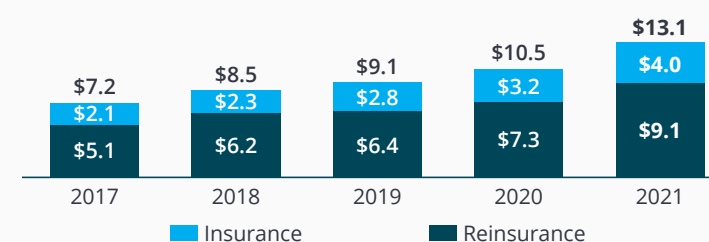
Total Shareholder Return ("TSR"), defined as annual growth in Book Value Per Share (excluding Unrealized Gains and Losses on Fixed Maturity Investments) plus Dividends Per Share

#### NET INCOME (USD Millions)



- Net income of \$1.379 billion for the full year
- Net underwriting income of \$224 million for the full year
- Net investment income of \$1.165 billion for the year

#### REINSURANCE AND INSURANCE GROSS WRITTEN PREMIUM



#### BROADLY DIVERSIFIED EARNINGS POWER

- The 7th Largest Global P/C Reinsurer
- Leading Specialty Insurance Franchise
- Focused and Efficient Investment Portfolio
- Nimble, Entrepreneurial and Responsive Organization

<sup>1</sup>Attritional combined ratio excludes catastrophe losses, reinstatement premiums, prior year development and COVID-19 pandemic impact.



## PRODUCT INNOVATION

Breakthrough technologies have spurred a transformation in the (re)insurance industry. Now more than ever, it is crucial for companies to stay innovative and forward-thinking. At Everest, we embrace the rapidly evolving innovation landscape and seize the opportunities that accompany such innovation. From cloud computing to artificial intelligence, Everest is discovering new ways to measure and price risk and engage with our customers. Moreover, we work to stay ahead of the trends to improve efficiency, expand insurability and help reinvent the (re)insurance industry.

### Driving Insurance Forward with Insurtech

Everest Insurance's Innovation team ("eIQ") is helping us accelerate innovation. Formed in 2019, the eIQ team is comprised of Everest employees with diverse backgrounds in technology, business, insurance, consulting and data science. eIQ harnesses the power of leading-edge Insurtech tools to make a meaningful impact on clients' productivity and safety. For example, eIQ partners with Insurtech startups to implement various potential and existing projects throughout the business, aiding us in developing resilient and strong tools. By empowering our people to realize the significant benefits of innovation, we can leverage data and develop advanced technologies that help us solve problems and provide a best-in-class customer experience.

### eIQ Highlights

#### Fraud Detection

In 2020, eIQ released an AI-driven claims fraud detection platform in collaboration with Workers' Compensation ("WC") Claims, the Special Investigations Unit, Claims Operations, Everest Technology Services and the Actuarial team. The technology provides an automated fraud detection solution that alerts us of suspicious incidents on various data sources.

This tool enables our claims professionals to drive fraud prevention and early intervention. By mapping enriched WC claims data from a variety of internal and external databases, utilizing natural language processing to analyze claims notes and deploying claims fraud scenarios based on machine learning algorithms, we are able to flag suspicious claims, reduce fraud and shorten claims cycle times. The platform has already proven to be a useful tool.

Looking forward, we will measure our improvement to refine and calibrate this model. Specifically, we will monitor that the standard of 75 percent or greater true positive alerts is maintained. We will also track the trajectory of each claim's review, noting the final assessment of the claim. Measuring the results will be critical as we consider scaling the technology to additional lines of business.

#### Structuring Data

eIQ has also developed a solution to improve how Everest compiles data into our systems. This project is designed to improve operational efficiency on both the exposure and loss side of our activities. The new system looks at data and converts it into a standardized format, saving time for our underwriters. By automating the submission intake process and structuring the intake data for underwriting and analytics, we can provide faster and more efficient services to our clients.



2020  
Everest Insurance named  
Insurtech Incubator of the  
Year by Reactions North  
America Awards

2020  
Everest Insurance named  
Insurtech Incubator of the  
Year by Reactions North  
America Awards



2020  
eIQ Insurance Innovation  
Group finalist for Insurance  
Innovation of the Year pre-  
sented by Insurance Insider  
U.S. Honors 2020

## RATINGS

Everest Re Group, Ltd. and its subsidiaries are regularly rated on our financial strength and long-term debt by AM Best, Standard & Poor's and Moody's. These entities are independent ratings organizations that evaluate companies on various criteria. Each of these ratings is regularly reviewed. In 2021, Everest member entities maintained the following financial strength ratings:

FINANCIAL STRENGTH RATINGS	AM BEST SINCE 1899	STANDARD & POOR'S	MOODY'S
Everest Reinsurance Company	A+	A+	A1
Everest Reinsurance (Bermuda) Ltd.	A+	A+	A1
Everest Reinsurance Company (Ireland), dac	A+	A+	Not Rated
Everest National Insurance Company	A+	A+	Not Rated
Everest Indemnity Insurance Company	A+	A+	Not Rated
Everest Security Insurance Company	A+	Not Rated	Not Rated
Everest Insurance Company of Canada	A+	A+	Not Rated
Everest International Assurance, Ltd.	A+	A+	Not Rated
Everest Denali Insurance Company	A+	A+	Not Rated
Everest Premier Insurance Company	A+	A+	Not Rated
Everest Insurance (Ireland), dac	A+	A+	Not Rated
Everest International Reinsurance, Ltd.	A+	Not Rated	Not Rated
Everest Reinsurance Company (Canada Branch)	A+	Not Rated	Not Rated

### EMPLOYEE SPOTLIGHT

2021  
Juan C. Andrade  
honoree of Insurance  
Business America's Hot 100



## AWARDS AND RECOGNITIONS



2020

Everest Re Group, Ltd.  
Named as Five-Star Carriers  
of 2020 by Insurance  
Business America



2020

Everest  
Insurance Named  
Risk Carrier  
of the Year by  
Insurance Insider



Reactions  
LATIN  
AMERICA  
AWARDS

2020

Everest Reinsurance  
named Caribbean  
Reinsurer of the Year  
by Reactions  
Latin America



2020

Everest Insurance  
Company of Canada  
finalist for Excellence  
in Claims Service  
by Insurance  
Business Canada



2021

Everest Re Group, Ltd.  
Candidate for Bermuda  
Insurer of the Year by  
Insurance Insider  
Inside P&C Honors



2021

Everest Re Group, Ltd.  
Candidate for  
Bermuda Reinsurer  
of the Year by  
Insurance Insider  
Inside P&C Honors



2021

Everest Insurance  
winner of Insurance  
Business America's Five-Star  
Excellence Award in  
Workers' Compensation



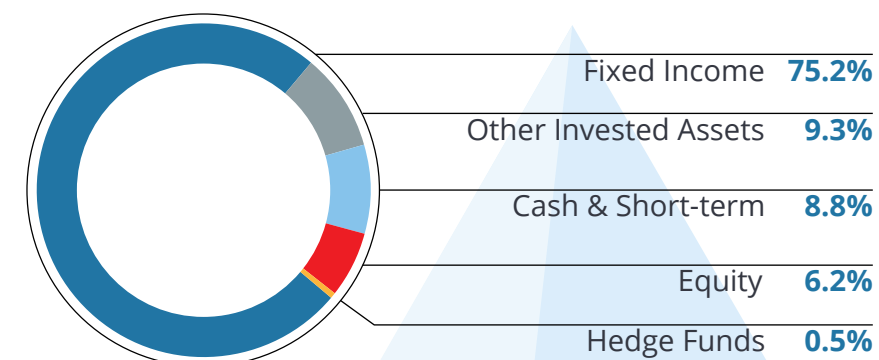
2021

Everest Insurance  
winner of Insurance  
Business America's  
Five-Star Construction  
Award

## INVESTMENTS

The objective of our investment strategy is to manage our investments to ensure we meet all insurance obligations. We have approximately \$30 billion in assets under management. In 2021, our net investment income was \$1.165 billion.

### OUR INVESTMENT PORTFOLIO IS COMPRISED OF THE FOLLOWING ASSETS:



### Responsible Investment

Responsible investing has seen exponential growth in recent years across the world. According to the Forum for Sustainable and Responsible Investment, the total U.S.-domiciled assets under management using sustainable investing strategies grew from \$12.0 trillion at the start of 2018 to \$17.1 trillion at the start of 2020, representing 33 percent of the total U.S. assets under professional management.<sup>2</sup> At the start of 2020, global sustainable investment assets under management reached \$35.3 trillion, a 15 percent increase since 2018 (based on assets reported by the United States, EU, Australia/New Zealand, Canada and Japan).<sup>3</sup>

As a demonstration of our commitment to responsible investment, Everest is a signatory to the United Nations' supported Principles for Responsible Investment ("PRI"). As a signatory of the PRI, we are continuing to make progress on reflecting these principles into our investment portfolio. We employ a principles-based investment strategy designed to diversify our global portfolio by identifying emerging opportunities across various sectors that contribute long-term

Signatory of:



value to society while acting in compliance with certain regulatory restrictions on the composition of our investment portfolio. Our investment strategy assumes a proactive and measured approach to transition, where we can, investments from heavy carbon-emitting industries to eco-friendly and value-generating opportunities across our various asset classes. This includes renewable energy, government-sponsored green bonds, public works projects and companies that utilize environmentally friendly materials and demonstrate support for human rights in their supply chain operations.

<sup>2</sup>Report on U.S. Sustainable and Impact Investing Trends 2020, U.S. SIF, p. 1.

<sup>3</sup>Global Sustainable Investment Review 2020, Global Sustainable Investment Alliance, p. 4.

*We are proud that 85% of our total assets are managed by other PRI signatories, including 95% of our fixed-income assets, which is our largest class of assets. We endeavor to review the investment guidelines and actions of our pertinent third-party asset managers to ensure their compliance with the PRI in the context of the portfolios that they manage.*

*Our primary fixed-income asset manager recently initiated a policy restricting any further purchase of bonds on behalf of Everest issued by companies that derive more than 25% of their revenue from coal, a policy that Everest supports.*

#### Principles for Responsible Investment

- **Principle 1:** We will incorporate ESG issues into investment analysis and decision-making processes.
- **Principle 2:** We will be active owners and incorporate ESG issues into our ownership policies and practices.
- **Principle 3:** We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- **Principle 4:** We will promote acceptance and implementation of the Principles within the investment industry.
- **Principle 5:** We will work together to enhance our effectiveness in implementing the Principles.
- **Principle 6:** We will each report on our activities and progress towards implementing the Principles.

We also work with our asset managers from time to time to produce periodic reports to Everest to measure the ESG qualities of our in-force portfolio, including where possible identifying exposure to “ESG leaders” and “ESG laggards” against relevant benchmarks so we can better track our progress in this area. For instance, according to one of our most recent reports from our main fixed-income asset manager, our primary fixed-income asset management portfolio (which comprises the vast majority of our fixed-income assets) includes approximately 39 percent exposure to ESG leaders, with less than approximately 2 percent exposure to ESG laggards.

Additionally, we are refining our ESG performance indicators and risk factors for our investments. This process will help ensure our investments align with our values, including mainstreaming ESG risks and opportunities and climate considerations into our global investment portfolio. To further integrate this process into our strategy, the investment team under the direction of our Chief Investment Officer has expanded to include specialists to focus on ESG aspects of the portfolio and PRI reporting and identify investment opportunities in the global green and renewables sectors. Everest will be working toward formulating an expanded responsible investment policy, in addition to using ESG analytical services and ratings to help further measure the ESG qualities and carbon intensity of Everest’s investment portfolio, which we will aim to report on in our next TCFD report.

#### ESG Investment Highlights

	INVESTMENT DESCRIPTION
GREEN BONDS	Currently, Everest has invested over \$200 million in green bonds, which are fixed-income instruments specifically designed to fund projects with environmental, climate or social benefits. Examples of Everest’s green bond investments include: <ul style="list-style-type: none"> <li>• \$16 million green bond for KIMCO Realty Corporation, which focuses on green building, energy efficiency, sustainable water and wastewater management and renewable energy;</li> <li>• \$7.6 million green bond for Verizon Communications for investment in renewable energy, energy efficiency, green building, sustainable water management, biodiversity and conservation.</li> </ul>
AFFORDABLE HOUSING	Through a \$60 million investment, Everest facilitates the development of affordable housing in New Zealand through the government’s KiwiBuild program. Everest helps lenders and private developers expedite residential development and improve access to affordable homes via this program.
GREEN ETFs	Everest holds nearly \$20 million of investments in three ESG-related exchanged-traded funds (“ETFs”), which cover the below industries, enabling the production of renewable energy in various areas of the world: <ul style="list-style-type: none"> <li>• On and offshore wind energy</li> <li>• Solar energy</li> <li>• Electric vehicles</li> <li>• Battery storage</li> <li>• Hydrogen fuel cells</li> <li>• Hydroelectricity</li> <li>• Combined heat and power</li> </ul>
SOLAR ENERGY	Everest helps finance the development of residential solar energy in the United States by supporting one of the country’s leaders in solar financing to make solar energy more accessible for homeowners, dramatically decreasing the carbon footprints of their homes.
LEAPFROG	Everest is proud to have invested in an emerging markets fund managed by LeapFrog Investments, a fund manager dedicated to impact investing with a geographic focus in Africa and Asia. <p>LeapFrog Investments is a private impact investment firm that invests in high-growth financial services and healthcare companies in emerging markets. In 2020, Leapfrog companies reached 221.4 million people with essential services, including healthcare and financial tools. 174.6 million of the people reached by LeapFrog companies are low-income consumers, typically living on less than \$10 a day. Many are accessing banking, insurance, savings or health services for the very first time.</p> <p>LeapFrog has supported expanded access to the electrical vehicle market in India by women and low-income consumers through its investment in CarDekho, a leading auto-tech and mobility financing company serving 3.6 million emerging consumers in India and an important platform in enabling India to transition to electric vehicles. LeapFrog also acquired a stake in HealthifyMe, India’s and Southeast Asia’s largest mobile health and fitness app catering to more than 25 million users in 300+ cities with over 1,500 coaches.</p>
PROTECDIV	Everest also has an equity interest in Protecdiv, Inc. Protecdiv is a property and casualty insurance and reinsurance broker and mortgage risk transfer advisor serving large publicly traded and privately held companies, as well as government and government-sponsored entities. Protecdiv is owned, operated, and controlled by minority group members and is nationally certified as a minority business enterprise by the Eastern Minority Supplier Development Council, an affiliate of the National Minority Supplier Development Council.

## RISK MANAGEMENT

We believe that a thorough risk management system is crucial to our success as an insurance and reinsurance organization. The Company's Enterprise Risk Management ("ERM") framework is a group-wide systemic approach to managing and assessing all of the Company's key risks and opportunities. Overseen by our Chief Risk Officer, ERM is staffed and supported by seasoned and accredited actuarial, accounting and management staff. Quarterly, the Risk Committee reviews the status and plans of the ERM department. In addition, they review the risk appetite and risk position for four key risks: assets, property catastrophe, casualty reserves and mortgage to ensure that Everest remains within the Board-approved appetites.

It is crucial to measure all risks in a consistent manner so they can be compared, prioritized and used in risk-return deliberations. Accordingly, we maintain a risk register including, but not limited to, asset/market risk, insurance risk, mortgage risk, operational risk, credit risk, liquidity risk, strategic risk and fungibility risk. These risks, which are reviewed and updated annually, are identified through internal assessments and industry risk assessments. Risks are rated in terms of severity and frequency, and mitigating risk controls are identified. Risk registers are maintained for all of the Everest underwriting entities.

As a new addition to our ERM framework, we created the Executive Risk and Underwriting Committee ("ERUC"). The

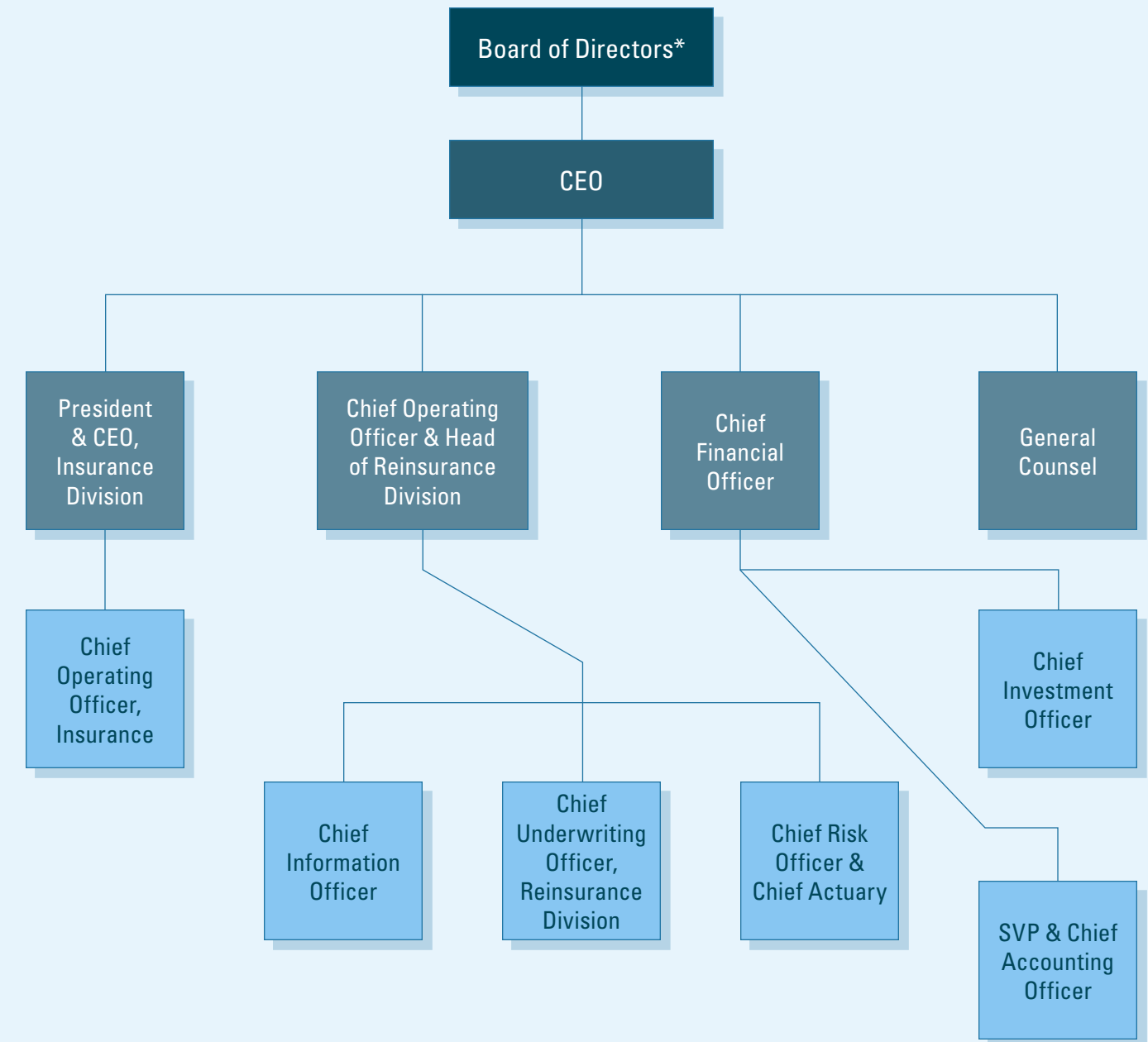
ERUC oversees additional aspects of risk management, including establishing our risk management principles, policies and risk appetite levels in collaboration with the Board. Further, the ERUC will meet quarterly to review its status and plans, initiate new efforts and produce a quarterly risk management report disclosing key risks. The ERUC reports directly to the Board through the Board's Risk Committee.

Further, our Emerging Risk Committee identifies, analyzes, evaluates and monitors emerging risks that could generate opportunities or material adverse consequences for the group and then translates those insights into actionable strategic recommendations to senior management.

### ERM SPOTLIGHT

*AM Best in its 2021 ratings report describes Everest as having a "well-developed" enterprise risk management framework that is "embedded" across the organization.*

## Risk Management Oversight



\*The Company's Chief Internal Audit Officer reports to the Chairman of the Audit Committee of the Board.



## OUR PLANET

### Climate Risk Management

Risk—identifying, modeling and managing it—is at the core of the insurance industry. Today, the science is clear: there is no greater long-term risk to our planet than that posed by climate change. We recognize that climate change and emerging ESG issues, among other factors, are only becoming increasingly and more urgently important for both Everest and the (re)insurance industry at large.

As a (re)insurance company, we are at the forefront of identifying and limiting climate change risks. We have established a robust risk management process to identify, research, assess and address climate-related risks. Our

Board maintains an active role in managing our climate risk and controlling how climate change considerations are incorporated into our business and operations.

We are exposed to climate-related risks on both sides of the balance sheet—as risk carriers, as well as institutional investors, including physical and transition-related risks, which may result in short, medium and/or long-term impacts to the (re)insurance industry. Transition-related risks that may result from the global transition to a carbon-neutral or low-carbon economy may include regulatory developments in response to climate change, litigation risks, reputational risks and technology risks.

<b>Regulatory and Policy Risks</b>	New government regulations, such as higher energy efficiency standards, carbon pricing or greenhouse gas limits can have positive or negative consequences for certain industries, including the fossil fuel and renewable energy industries.
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<b>Litigation Risks</b>	There has been an increase in climate-related litigation in recent years due to new policies, regulations and shareholder expectations.
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<b>Reputational Risks</b>	Climate change is a source of reputational risk due to the perception of a company's contribution or detraction from the transition to a low-carbon economy or its failure to disclose climate-related reporting information.
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<b>Technology Risks</b>	The move towards a low-carbon economy will require a shift towards lower emission technologies, which may reduce demand for certain products and services and the value of certain carbon intensive investments.
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Physical risks, on the other hand, that may result from climate change include the potential for increased frequency and severity of extreme weather-related events, impacting both the volatility of losses as well as the magnitude of potential losses in insured locations. Physical risks include risks that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes and floods, as well as longer-term shifts in climate patterns, such as sustained higher global temperatures that may cause sea level rise or chronic heat waves. Such factors may all lead to higher insured claim losses. Physical risks that may result from direct damages caused by climate events may also include disruptions in business continuity and the global supply chain. Investments highly dependent upon physical assets could also be harmed by extreme weather events.

We also remain committed to providing solutions that help our clients manage their climate-related risks in real and practical ways. As a global (re)insurance organization, our business involves protecting our customers through insurance and reinsurance from the impact of natural catastrophes, including large-scale weather events. We are acutely aware that our industry plays a critical role in the economic and social recovery after such extreme weather events.

Insured losses from natural catastrophes have steadily increased on average for the last two decades, due in large part to human population growth, urbanization, economic development and a higher concentration of assets in exposed areas. These losses will be further aggravated by climate change. There is also a trend of increasing losses from secondary perils from localized small and/or mid-sized events.

Like other insurance and reinsurance companies, we are exposed to multiple insured losses arising out of a single occurrence, such as a hurricane. A large catastrophic event can be expected to generate insured losses to multiple reinsurance treaties, facultative certificates and direct insurance policies across various lines of business.

### Underwriting and Catastrophe Modeling

We recognize that sustained shifts in atmospheric and climate dynamics could increase the probability and severity of extreme events. Thus, we take a proactive approach to incorporating climate and weather metrics into our underwriting and actuarial procedures through skilled underwriting and catastrophe modeling departments. We remain vigilant regarding market trends, including climate change, supply constraints and social and material inflation. We have identified areas prone to more frequent and severe natural hazards, and as a result, have diversified and reduced volatility across our global portfolio using parametric risk products. Our underwriting, actuarial and catastrophe modeling teams work in unison to research and analyze external raw climate and meteorological data in conjunction with our internal proprietary claims and loss information data. This allows us to assess the geographical impacts of climate risk and develop predictive analytics models to refine our pricing tolerances and product development.

*The share of our book exposed to catastrophe losses has declined. Diversification is key because the severity and frequency of these events are a reality. We see the impact of climate change in our data, and we take a proactive and scientific approach to how we model and underwrite for it. Our dedicated team of experts continuously assesses the signs and integrates its effect on loss cost into our models.*

Our view of climate risk draws upon cedant data, internal claims and a diverse set of external data sources. Our convergence of catastrophe modeling knowledge, traditional actuarial analysis, statistical analysis and underwriting experience opens up a competitive advantage. We utilize the aforementioned components and meteorological data to calibrate multiple vendor models and construct our in-house models and processes. This combination of third-party and in-house catastrophe models, informed by a broad range of data and our distinctive skillset, is referred to as our Everest Cat Curves.

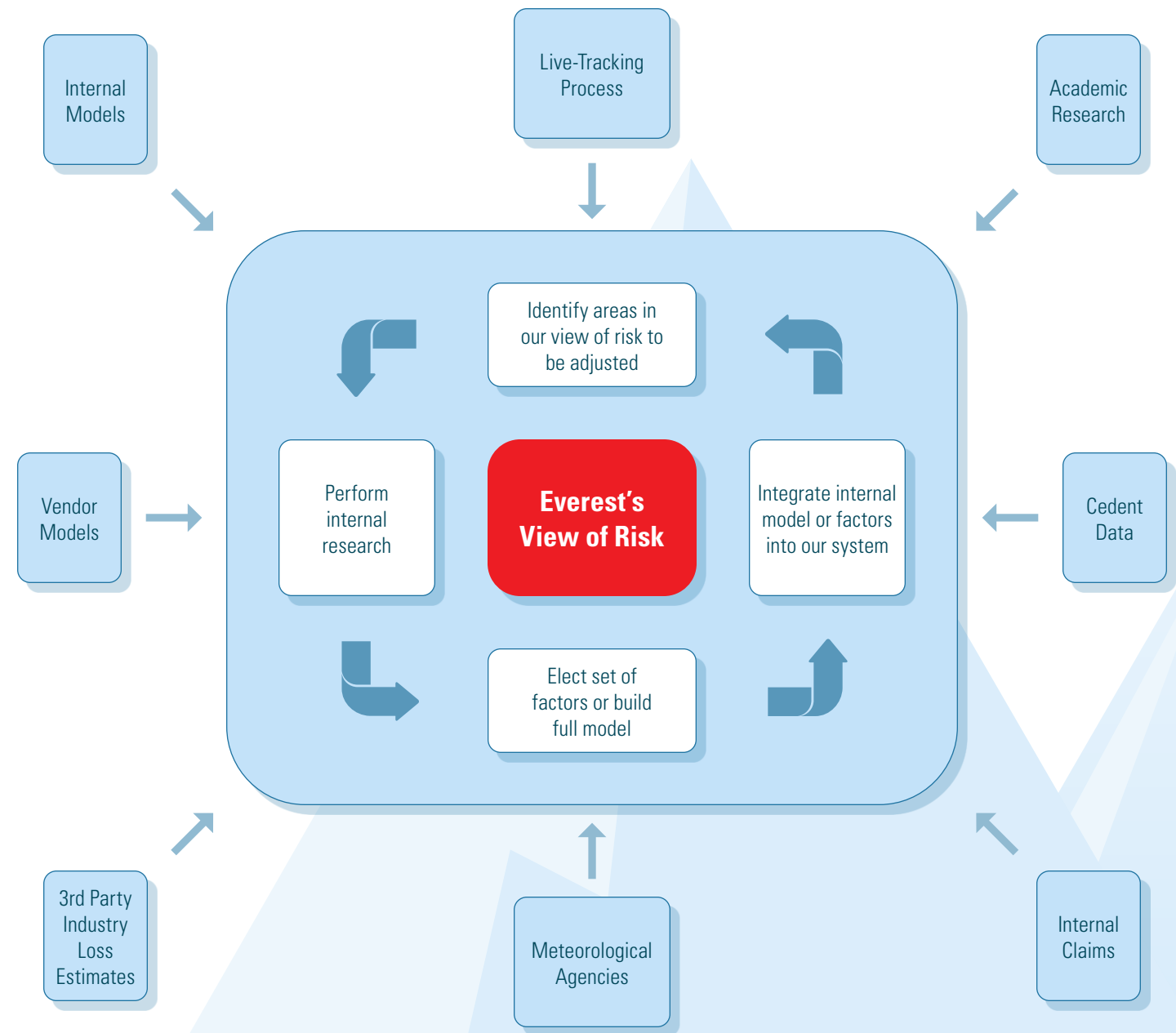
Moreover, we constantly update our view of risk in line with changes in loss and hazard trends. The continuous reevaluation allows us to be nimble and often quicker to react than vendor models. Climate change is an inherent component in these adjustments. To advance our loss decomposition efforts and hazard-level analyses for perils influenced by climate change, we prioritize research in areas that are most impacted for current and long-term underwriting. Our team approach to assessing the impact of climate risk ensures that we are most accurately and responsibly providing specialized coverage to our clients' environment-related risks.

### Underwriting Environmental Solutions and Practices

Everest has also been at the forefront of developing advanced insurance solutions and products related to environmental risks for our clients. Everest offers various types of pollution and remediation liability insurance products for industrial and commercial manufacturers, environmental consultants and engineers and recycling and waste management site owners and operators.

Furthermore, we have a thorough application and screening process before deciding to provide a client with environmental coverage. Potential clients are evaluated based on their disposal practices, types of contaminants on-site and internal protocols, among other criteria. Our loss control teams work with our clients and policyholders in these industries to implement loss prevention practices, promote worker safety and integrate the latest environmentally sustainable materials and practices at their locations. We also encourage and work with our insureds to consider the impact of climate risks on their operations and property in conjunction with the underwriting, engineering and loss mitigation services we provide.

Everest continues to evolve its underwriting strategies to properly respond to the transition to a low-carbon economy, including restricting its participation to certain industries with consideration to ESG and climate-related risks.



## Supporting Renewable Energy

As the clean energy industry rapidly grows, Everest is committed to helping lead the transition to a clean energy future. Renewable energy sources recently accounted for about 13 percent of total U.S. energy consumption and about 20 percent of electricity generation.<sup>4</sup> The share of generation from renewable sources is expected to increase from 20 percent in 2021 to 22 percent in 2022 and to 24 percent in 2023.<sup>5</sup> This dramatic growth presents an excellent insurance growth opportunity. Everest also acknowledges that the insurance industry must take a responsible approach and prevent a disorderly transition from dependence on carbon-intensive industries to green business opportunities. Doing so will prevent harmful economic and social consequences, particularly in those parts of the world less able to reduce their reliance on fossil fuel power generation.

As an insurer, we are in a strong position to enable new processes and technologies that will accelerate the transition to a low-carbon economy. At the same time, we can stabilize the transition by offering coverage to an array of industries. Our risk portfolios are expanding to provide broad insurance and reinsurance protection for renewable energy programs and environmentally sound private and public construction projects, which will influence changes in behavior to improve the environment and mitigate the human impact on climate change. Everest has provided significant support to the renewable energy industry in the U.S. and abroad through our insurance coverage portfolio and we have seen a growing demand in this area in recent years. Below is a sampling of these activities.

## Clean Energy Projects and Initiatives

	DESCRIPTION
VINEYARD WIND	Everest provides capacity through excess casualty insurance to Vineyard Wind in connection with a significant offshore wind project on the outer continental shelf south of Massachusetts which is targeted to be among the first utility-scale offshore wind energy projects in the U.S.
SOLV ENERGY	Everest provides capacity through excess casualty insurance to SOLV Energy, a leading solar services provider serving the utility, high voltage and energy storage markets in North America. SOLV Energy has helped build over 8 GW of solar energy projects since 2008.
NEW ENERGY RISK	Everest supports New Energy Risk, which provides insurance coverage for companies developing breakthrough technologies, including fuel cells, energy storage, carbon capture, renewable fuels and waste-to-energy solutions. This coverage helps project developers access capital to accelerate the deployment of these technologies to address global challenges.
CLEAN ENERGY RISK SOLUTIONS	Everest supports the Clean Energy Risk Solutions program, which provides performance warranties for clean energy projects and enables debt financing. This protects the development and global distribution of clean energy technology that delivers value to the clean energy markets, including solar, waste-to-energy and energy storage.

<sup>4</sup>See <https://www.eia.gov/tools/faqs/faq.php?id=92&t=4>.

<sup>5</sup>See <https://www.eia.gov/outlooks/steo/report/electricity.php>.





	DESCRIPTION
ASSOCIATED ELECTRIC & GAS SERVICES (AEGIS)	In early 2022, Everest partnered with AEGIS, a mutual insurance company, to offer an array of property and casualty products designed for the clean energy industry, including solar energy, battery storage facilities and wind assets.
EVEREST'S PROGRAM INSURANCE BUSINESS	Everest is a leading insurer of program business, and recently partnered with one of the largest underwriters of renewable energy projects in North America to provide extensive property coverages for wind and solar energy facilities. This relationship has significantly increased the amount of renewable energy premium written through the insurance program segment of Everest.
EVEREST'S TAX LIABILITY COVERAGE	<p>Tax liability insurance can provide protection against the loss of investment or production tax credits for renewable energy projects and can potentially mean the difference between a project receiving sufficient investment and commencing start-up or not. Between 2020 and 2021, Everest received nearly \$3 million in premium from this line of business. Everest has seen significant growth in this sector in recent years and expects these growth opportunities to continue as governments encourage and incentivize the growth of the renewable energy sector through investment and production tax credits.</p> <p>For example, Everest provides coverage to NextEra Energy, one of the largest generators of renewable energy in the world, including operating 17,000 MWh of wind and solar generation in North America. Everest also supports New Energy Solar, a sustainable investment fund focused on investing in large scale solar energy farms. New Energy Solar's portfolio generated over 1,121 GWh of electricity in 2021.</p>
EVEREST'S CREDIT INSURANCE	<p>Over the past three years, Everest has also provided credit insurance of nearly \$150 million in limits directly related to the energy transition. This includes thirteen transactions primarily in the on and offshore wind and solar sectors, including:</p> <p><b>WIND ENERGY</b></p> <ul style="list-style-type: none"> <li>• Two offshore wind generation projects in Taiwan, totaling over 1,000MW in electricity capacity</li> <li>• Offshore wind in the U.K. supporting nearly 700MW in electricity capacity</li> <li>• Construction and operation of a 90MW wind farm in Mexico</li> <li>• Development, construction and operation of a 205.8MW wind farm in Chile</li> </ul> <p><b>SOLAR ENERGY</b></p> <ul style="list-style-type: none"> <li>• Financing of solar power generation in Hawaii</li> <li>• Support for International Finance Corporation ("IFC") lending for solar projects in the agricultural sector in Brazil</li> <li>• Construction, assembly, operation and maintenance for two solar PV power generation projects in Mexico</li> <li>• Financing of solar street lighting in Senegal</li> </ul> <p>In addition to renewable projects directly related the energy transition, Everest has supported several other projects that are beneficial to the environment via nearly \$370 million in limits of credit risk insurance. Some of these projects also had the dual benefit of improving social and governance factors, including support for:</p> <ul style="list-style-type: none"> <li>• Natural gas-fired power generation to reduce reliance on inefficient coal-fired generation in Indonesia and the U.S.</li> <li>• New power generation project in Africa to capture methane that would have been released into the atmosphere</li> <li>• IFC lending to build environmentally sustainable housing in India</li> <li>• IFC lending to women-owned businesses to develop sustainable agricultural projects in Colombia</li> <li>• Sustainable energy finance program, focusing on climate smart agriculture and renewable energy in Brazil</li> <li>• Green finance, renewable energy and biomass projects in South Africa</li> </ul>

Through this support for renewable energy development, Everest is adapting its business to confront the challenges posed by climate change. We intend to help advance the transition to a low-carbon economy, while protecting communities against the harms that could be caused by a haphazard transition. Everest will continue to work with its partners and stakeholders to seize opportunities to invest in this transition and address the threats posed by climate change.

## Our Footprint

As a (re)insurance organization, we have a modest ecological footprint. Nonetheless, we strive to be proactive and forward-looking in improving our sustainability in a changing climate. We continue to monitor, control and reduce our ecological impact where possible. We are also in regular compliance with environmental laws and regulations. Among our goals as a company is to achieve net zero emissions across all of our offices by 2050.

Everest is cognizant of physical climate risks when making real estate decisions to ensure our infrastructure can adapt to the impacts of climate change. In light of expanding office space requirements occasioned by growth, we are focused on office properties that exhibit positive environmental features, as noted in the chart below:

LEED STATUS (if applicable)	LOCATION	ESG FEATURES
	Hamilton, Bermuda (Corporate Headquarters)	<ul style="list-style-type: none"> <li>• Double-glazed solar controlled glass</li> <li>• Seawater air conditioning system</li> <li>• Energy-conserving lighting</li> </ul>
	Los Angeles, CA	<ul style="list-style-type: none"> <li>• LEED Platinum certified</li> </ul>
	San Francisco, CA	<ul style="list-style-type: none"> <li>• LEED Platinum certified</li> </ul>
	Chicago, IL	<ul style="list-style-type: none"> <li>• LEED Gold certified</li> </ul>
	Houston, TX	<ul style="list-style-type: none"> <li>• LEED Gold certified</li> </ul>
	New York, NY	<ul style="list-style-type: none"> <li>• LEED Gold certified</li> </ul>
	Tampa, FL	<ul style="list-style-type: none"> <li>• LEED Gold certified</li> </ul>
	Walnut Creek, CA	<ul style="list-style-type: none"> <li>• LEED Gold certified</li> </ul>
	Warren, New Jersey (U.S. headquarters)	<ul style="list-style-type: none"> <li>• LEED Silver certified</li> <li>• Green roof</li> <li>• Charging stations for electric vehicles</li> <li>• Natural light-maximizing workspaces</li> </ul>

Everest signed a five-year purchase agreement for certified carbon offsets, equivalent to 8,780.15 metric tons of carbon dioxide, which will offset a significant portion of our GHG emissions in 2021. The carbon offsets purchased by Everest are sourced from landfill gas capture and wind energy projects, located in the U.S. and verified by the Climate Action Reserve and the Verified Carbon Standard. The offsets are certified by Green-e Climate. This certification ensures that the carbon offsets meet environmental and consumer protection standards, including that the type and quantity of reductions are actually and fully delivered by the retailer. Certified offsets may be used to earn points under the LEED standards, which was part of the process for the U.S. headquarters to recently acquire LEED Silver status.



We also undertook the following measures of our U.S. headquarters:

- Partnered with Garden State Waste Management, which operates in compliance with LEED requirements and all environmental laws when transferring waste and recycling material
- Implemented green cleaning policy to reduce levels of chemical, biological and particulate contaminants that can compromise air quality, human health and building systems
- Developed an E-waste and battery disposal program
- Enacted a no-smoking policy, which prohibits smoking in any enclosed company facility and outdoor company workspaces
- Conducted indoor air quality testing for particulate matter, ozone, carbon monoxide, volatile organic compounds and formaldehyde. All test results were below LEED v4 maximum allowable concentrations
- Promote flex hours, work-from-home policies and hybrid work classifications that help reduce traffic congestion

- Incorporate a paperless claims processing system across the Company designed to significantly reduce the need for printing hard copies of claims files





Everest is also aligned with MSCI's Implied Temperature Rise metric, which is designed to show the temperature alignment of companies, portfolios and funds with global climate goals. With this tool, a company's projected emissions are translated to how much the temperature of the world would increase if the whole economy had the same carbon footprint as the company in question. Under the MSCI analysis, as of December 2021, Everest has an Implied Temperature Rise of 1.37°C, which is compliant with the goal of keeping warming well below 2°C by 2100, as delineated by the Paris Climate Agreement. In addition, Everest is rated as a "Climate Outperformer" by ISS Corporate Solutions, a major ESG ratings provider.




### Influencing Societal Behavior to Mitigate Climate Change Risk

We also seek to influence change in behavior to improve the environment and mitigate the human impact on climate change.

- We have reduced our capacity and exposure to regions more susceptible to increased severity of climate change, thereby, proactively helping to curb the expansion of human activity into environmentally sensitive locations.
- We work with our insureds to consider the impact of climate risk on their operations and property in conjunction with underwriting, engineering and loss mitigation services we provide.
- We provide insurance premium credits to policyholders that demonstrate sound environmental practices and adopt loss mitigating measures to protect their facilities and operations as an economic incentive to reduce their exposure to risk of loss associated with climate change.



### Memberships

	<p>Our Company is active in various affiliations and memberships that help contribute to the advancement of our environmental policy. For instance, we have been a long-time active member of the Reinsurance Association of America ("RAA"). The RAA is an organization of property and casualty reinsurers in the United States, whose advocacy work includes efforts to identify ways the insurance sector can minimize the effects of climate change. Together with the RAA, we are committed to working with policymakers, regulators and the scientific, academic and business communities to assist in promoting awareness and understanding of the risks associated with climate change. The RAA's statement on climate change policy, which Everest supports, is located at <a href="http://www.reinsurance.org/Advocacy/RAA_Policy_Statements">www.reinsurance.org/Advocacy/RAA_Policy_Statements</a>. Everest is also currently a member of the RAA's Extreme Events Committee, which focuses on catastrophe modeling improvements to reflect climate change.</p>
	<p>As mentioned above, Everest became a signatory to the PRI in 2019 and continues to implement these principles in our investment decisions.</p>
	<p>Everest became a signatory to the PSI in 2022. Like the PRI, the PSI is an initiative of the United Nations Environmental Programme Finance Initiative. The PSI has led to the largest collaborative initiative between the UN and the insurance industry. Over 200 organizations worldwide have adopted the four principles of the PSI, including insurers representing more than 25 percent of world premium volume and \$14 trillion in assets under management.* The signatories of the PSI commit to achieving the PSI's four principles, which include:</p> <ol style="list-style-type: none"> <li>1. Embed ESG issues relevant to the insurance business into their decision making;</li> <li>2. Work with clients and business partners to raise awareness of ESG issues, manage risk and develop solutions;</li> <li>3. Work together with governments, regulators and other key stakeholders to promote widespread action across society on ESG issues;</li> <li>4. Demonstrate accountability and transparency in publicly disclosing our progress in implementing the principles regularly.</li> </ol> <p>Everest will disclose our progress in implementing the PSI as a part of our Corporate Responsibility Reports and ESG reporting. Please refer to Appendix E for our initial PSI Index.</p>

\*See <https://www.unepfi.org/news/industries/insurance/200-members-are-now-part-of-the-principles-for-sustainable-insurance-initiative/>

# CYBERSECURITY AND FRAUD PREVENTION

## Cybersecurity Governance<sup>6</sup>

Everest is committed to taking steps to safeguard the personal data we receive, collect, transfer and store while doing business. Our Board views cybersecurity risk as an enterprise-wide concern that involves people, processes and technology and accordingly treats it as a Board-level matter. Our established policies and procedures comply with the applicable privacy and data protection laws and best practices wherever we do business. Everest Technology Services (“ETS”) has further aligned itself with the IT Infrastructure Library and the National Institute of Standards and Technology Cyber Security and Privacy Frameworks, which are both leading IT and security frameworks. In recognition of the specialized nature of the risk, we appointed a Chief Information Security Officer (“CISO”). The CISO is responsible for Everest’s information security, technology risk management and data privacy and protection programs. The CISO regularly provides updates to the Board and senior leadership.

Our commitment to security also extends to our executives via our Cybersecurity and Technology Risk Committee and the Data Risk and Privacy Council, which provide governance and oversight of our cybersecurity and data privacy program. This ensures that we abide by data security, privacy and protection regulations and remediate risks in an effective and responsible manner. All Everest employees undergo four hours of mandatory training per year on cybersecurity, data privacy, secure development and Sarbanes-Oxley compliance. In addition to mandatory training, ETS distributes numerous firmwide communications throughout the year. Such communications include cyber safety tips, guidance on phishing scam prevention and how to report suspected security incidents. Recently, we conducted a training campaign on data privacy, data protection fundamentals and data classification, achieving a 100 percent completion rate firmwide.

## Strategy

Everest applies vulnerability management standards to ensure a risk-based approach in identifying and remediating vulnerabilities that could expose the Company to a cyber-attack and/or data breach. For example, at least annually, we conduct risk assessments for cybersecurity resilience across all our groups. Third-party external “ethical hackers” perform these risk assessments for Everest and evaluate the security of our cybersecurity infrastructure and identify potential vulnerabilities. This allows us to address vulnerabilities in our systems and proactively protect against cybersecurity threats.

<sup>6</sup>Everest received no complaints concerning breaches of customer privacy in 2020 or 2021. There were no identified leaks, thefts or losses of customer data within our technology infrastructure in 2020 or 2021. Everest has not experienced any information security breaches in the last three years.

Additionally, we annually review and refresh our information security policies based on our evolving business model, adoption of digital platforms and in accordance with regulatory compliance obligations in the jurisdictions we are authorized to do business. Everest has obtained certification for Cyber Essentials as part of our membership with Lloyd’s of London. This demonstrates that Everest has appropriate controls and standards in place across five cybersecurity risk disciplines.

ETS also assesses its third-party vendors to determine the potential risk that the vendor poses to a specific engagement. Vendors tiered moderate, high or critical are required to complete a full security assessment including a System and Organizational Controls audit, an ISO 27001 assessment of information security management and a Standardized Information Gathering questionnaire.

## Cybersecurity Transformation Program

We continue to make good progress on our Cybersecurity Transformation Program, comprised of 10 workstreams to remediate the key risks identified by our internal risk assessment, which was last performed in 2020. The program is also compliant with the New York Department of Financial Services’ new cybersecurity regulations for all financial institutions, as well as key global data privacy laws in jurisdictions in which we operate.

In light of recent ransomware events, we established five new project workstreams. These workstreams aim to accelerate the rollout of enhanced email security tools, enhance our ability to contain and recover from large-scale ransomware attacks, strengthen security training and phishing tests and document our key business ecosystems.

The Crisis Management and Incident Response workstream improves our ability to communicate and coordinate actions and responses before, during and after major crises or security events. The Resiliency and Recoverability workstream minimizes attacks and ensures that critical systems can be recovered and insulated from attacks on our primary infrastructure.

The purpose of the Data and Ecosystem Risk workstream is to reduce the risk of sensitive and high-profile data being exfiltrated or compromised by a third party and implement more aggressive protections. In 2021, we implemented data loss prevention monitoring of key regulated data and suspicious user activity. We also performed data masking of sensitive personal identifiable information in lower environments that are used for testing purposes. As a result of this work, we ensure third-party data exchanges are

encrypted and unauthorized public cloud file sharing platforms are blocked to prevent data leakage.

The Protective Capabilities workstream intends to reduce the risk of email phishing and ransomware attacks by accelerating the rollout of key technology tools for email, endpoints and mobile devices. Through this workstream, external applications with regulated data have multi-factor authentication implemented. There has also been a significant reduction in reported suspicious emails and remediation of critical risk issues.

## 2021 HIGHLIGHTS

- ▶ 92% COMPLETION RATE OF ANNUAL SECURITY AWARENESS TRAINING
- ▶ 98.1% PASS RATE BY EMPLOYEES IN ANNUAL EMAIL PHISHING TEST
- ▶ 1.16M BLOCKED SPAM EMAILS
- ▶ 339.5M BLOCKED WEB THREATS
- ▶ 9 INTERNAL AUDITS CONDUCTED (100% SATISFACTORY)
- ▶ 4 REGULATORY EXAMS CONDUCTED (100% SATISFACTORY)



## Fraud Prevention

The Internal Audit Department’s (“IAD”) activities are established by the Board as part of their oversight of the Company’s operations. The IAD plays a significant role to ensure compliance with internal guidelines and jurisdictional laws and regulations, safeguarding of policyholder and organization assets, market discipline, financial reporting and public reporting. Audits identify and assess the facts and circumstances of possible fraud or violation of Everest’s policy and procedures that may result in prosecution and/or disciplinary action. Annually, the IAD also publishes fraud awareness information to educate staff.

Our Audit Committee has established procedures for the receipt, retention and treatment of any complaints regarding internal accounting controls, auditing matters, and the confidential, anonymous submission by employees of concerns regarding questionable accounting practices or auditing matters. Under the Employee Complaint Procedures for Accounting and Auditing Matters, any employee may submit a good faith complaint regarding accounting or auditing matters to the Chief Audit Officer or alternatively, directly to the Chair of the Audit Committee of the Board without fear of dismissal or retaliation of any kind. Employees may forward complaints through the fraud hotline, e-mail or regular mail. The Audit Committee, with oversight from the Chief Audit Officer, reviews complaints relating to accounting

Finally, the Program Governance and Resources workstream focuses on strengthening the technical skills and capabilities of the Cybersecurity and Risk Management team. It also regularly tests our ability to provide a “human firewall” defense against cyberattacks. We further strengthened our security team by hiring five new employees, expanding worker training and conducting a series of phishing trainings.

matters. The Chief Audit Officer maintains a log of all complaints, tracks their receipt, investigates and resolves complaints and prepares a periodic summary report for the Audit Committee. Copies of complaints and the log are maintained in accordance with the Company’s document retention policy. These procedures are internal and available to all Everest employees on the Company’s intranet.

Confidentiality is maintained to the fullest extent possible, consistent with the need to conduct an adequate review. Prompt and appropriate corrective action is taken when and as warranted in the judgment of the Audit Committee. The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee based upon any lawful actions of such employee concerning good faith reporting of complaints regarding accounting matters or otherwise as specified in Section 806 of the Sarbanes-Oxley Act of 2002. In 2020 and 2021, Everest had zero whistleblower complaints.

Everest joined hundreds of organizations across the world to participate in International Fraud Awareness Week in November 2021, established by the Association of Certified Fraud Examiners, the world’s largest anti-fraud organization. This observance aims to raise global awareness and promote education around the growing prevalence of corporate fraud and its significant financial and operational impact on organizations and their stakeholders around the world.

## ETHICAL OBLIGATIONS

Ethics and integrity are at the core of every decision at Everest. Ethical behavior by all employees is the key to reducing multiple risks, in particular reputational, legal and fraud risks. We maintain a strict Code of Conduct, which includes our Ethics Guidelines and Index to Compliance Policies and Procedures, which are both available on Everest's website. These guidelines and policies are company-wide and intend to inform all of the Company's decisions and behaviors. All our employees worldwide have copies of the guidelines and policies, and received introductory training on them during new hire orientation.

The Code of Conduct requires that all directors, officers and employees maintain the highest standards of integrity. Everyone involved with the Company—including customers, potential customers, employees, claimants, business partners and suppliers—is expected to be honest and ethical in all business dealings per these guidelines. Each year, officers and employees, designated by the Compliance Officer, who work in areas considered to be particularly sensitive, are required to complete an ethics questionnaire to disclose any outside interests and potential conflicts with their position at the Company. In addition, we review and regularly update the Code of Conduct where necessary. These reviews allow us to reflect on evolving industry standards; comply with all laws, rules and regulations; and, most importantly, uphold our commitment to being honest and forthright in our communications.

In addition to being bound by the Ethics Guidelines, the Board has adopted a Code of Ethics for the CEO and Senior Financial Officers. Executives who work closely with the Company's finances, such as our CEO and other senior financial officers, have a heightened set of ethical standards to ensure that all of our business is executed with the highest integrity.

### Anti-Corruption<sup>7</sup>

#### *Conflicts of Interest*

The Company's conflicts of interest policy states that directors, officers and Company personnel should avoid actual or apparent conflicts of interest, which arise when personal interests outside the Company are placed ahead of obligations to the Company and its customers. We value the privacy of our directors, officers and employees and their right to conduct their personal lives without interference. However, we require full and timely disclosure of any situation that may result in a conflict of interest or the

appearance of a conflict. To reinforce our commitment to avoid conflicts of interest or their formation, we have implemented the following rules:

- Company officers or employees may not serve as an outside director, officer, employee, partner or trustee, nor hold any other position in any outside business enterprise without prior approval from the Company.
- Involvement in any outside business activity is unacceptable when it interferes with a director, officer or employee's ability to perform the duties of his/her job.

The requirement for prior approval of outside business activities applies to officers or employees considering service as an expert witness, mediator or arbitrator in connection with any disputes, including insurance or reinsurance related.

Each year, officers and employees designated by the Compliance Officer, who are in areas considered to be particularly sensitive, are required to complete an ethics guideline questionnaire that discloses any outside interests and potential conflicts with their position in the Company. Any Company personnel involved in a conflict or potential conflict situation are required to advise the management of their unit or the General Counsel, as soon as the situation arises.

#### *Money Laundering*

The U.S. and other international laws, such as the Bank Secrecy Act, the Foreign Corrupt Practices Act and other money-laundering laws, prohibit the Company and its officers from knowingly laundering money and requires them to report suspicious activities indicating an attempt to launder money. Additionally, the Company is prohibited from doing business with certain specifically designated persons, entities and countries.

Our employees undergo training designed to recognize and prevent money laundering. For example, employees are trained to maintain records of all transactions, detect suspicious activity and report all suspicious activities to the Compliance Officer. The procedures followed by the Comptrollers Department are designed to minimize the risk of the Company being used by third parties to launder money. Our anti-fraud procedures enable us to detect whether anyone is seeking to launder money by submitting fraudulent insurance claims, fraudulent applications for insurance or fraudulent information in connection with premium rates.

#### *Bribery*

Per our Ethics Guidelines and Index to Compliance Policies and Procedures, we do not permit our staff or resources to be used for any purposes that contravene the laws, rules and regulations of any country. We do not permit improper payments of any sort to be made to any government, political or labor officials or organizations. Under the Company's ethical guidelines, directors, officers and Company personnel may not accept or provide any gifts or favors that might influence the decisions of Company personnel or the recipients of gifts with business transactions involving the Company, or that others might reasonably believe would influence those decisions. Even a nominal gift is not accepted if, to a reasonable observer, it might appear that the gift would influence business decisions.

#### *Competitive Behavior*

A fundamental tenet of our society is that the public is best served by vigorous competitive activity. Federal and state antitrust laws are intended to facilitate free and open competition and prohibit any activity or conduct that improperly reduces or eliminates such competition in the marketplace. We have a long-standing policy to support and comply with these antitrust laws and expect all directors, officers and employees to comply with them fully.

Furthermore, under our ethical guidelines, each director, officer and employee should endeavor to deal fairly with the Company's customers, suppliers, competitors and employees. None should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice.

### Supply Chain

Our supply chain is necessarily limited by the nature of our business. However, daily we engage with brokers, third-party administrators and consultants in order to conduct our business. We also regularly interact with manufacturers and distributors to supply our offices with materials and support the maintenance of our operations. As a financial services company, Everest does not act as a producer, manufacturer or retailer of physical goods, and is not part of any supply chain in relation to such activities.

### Grievance Procedures

Everest has a formal grievance procedure in which employees first discuss work-related problems and concerns with their supervisors. If an employee's supervisor is unable to adequately solve the problem, or if the employee does not want to bring the problem to their supervisor's attention, employees may contact the human resources department to arrange a meeting with a representative. Human resources representatives will speak to concerned employees about any number of subjects ranging from job concerns to personal issues. Considerable resources are available to our employees through the human resources department to resolve employee concerns. Employees with complaints regarding accounting matters are referred to the complaint procedures stated in the Ethics Guidelines and the Index to Compliance Policies and Procedures.



<sup>7</sup>100% of Everest's operations were assessed for risks related to corruption by our legal and compliance staff.

# DIVERSITY, EQUITY AND INCLUSION

## DEI Council

At Everest, our people are our greatest resource, and we draw strength from our diversity. We are committed to advancing a culture of diversity and inclusion, where employees at all levels are supported and integrally involved in this effort through a variety of initiatives.

The DEI Council was formed in 2020 in response to a series of “listening sessions” with employees in underrepresented groups. The mission of the DEI Council is to foster an environment that attracts, retains and develops the best talent; values the diversity of people, their life experiences and perspectives; and serves as the organization’s conduit to senior management to promote measurable company-wide engagement on equity and cultural inclusivity. The council supports ERGs and partners with human resources to foster equitable employee development and career progression as well as diverse talent acquisition.

The DEI Council is supported and mentored by a team of senior executives of the Company including our CEO, Chief Human Resources Officer and General Counsel. The council itself is composed of 15 employees from all levels who share their experiences and diverse views to develop ways to enhance the DEI culture across Everest. Membership on the council is open to employees at every level of the Company who are dedicated to driving forward Everest’s DEI efforts.

The DEI Council has focused on data gathering and identifying data to measure Everest’s performance in the DEI space. The council is evaluating the impact of DEI initiatives on overall minority group representation, turnover, development and recruitment. This project is being rolled out in phases, beginning with our U.S. offices. We are also planning to expand this DEI data collection to our offices outside of the United States.



*The DEI Council also organizes the acknowledgment of various cultural holidays and events at Everest, including Global Diversity Awareness Month, International Human Rights Day, Asian American and Pacific Islander Heritage Month and Hispanic Heritage Month.*

*Everest also observes Juneteenth as a holiday to commemorate the effective end of slavery in the U.S.*



***“I want to create a culture where people are learning about each other in a positive manner, celebrating our differences and building a stronger community.”***

***Dana Lodge, Chair***



***“I am excited to join the DEI Council and be part of the leadership team that affirms our commitment to diversity, equity and inclusion. I look forward to facilitating conversations about taking responsibility for our workplace and redefining our current employee culture. These consensus-building conversations will ensure that our policies overcome implicit bias and systemic disparities, to place Everest at the forefront of our industry, both inside and outside of our walls.”***

***Shanta Brown, Vice Chair***

## NJ LEEP

In 2021, the DEI Council partnered with the New Jersey Law and Education Empowerment Project (“NJ LEEP”), a nonprofit organization offering middle and high school students from underprivileged and immigrant families in the Newark, New Jersey, area access to a variety of programs aimed to develop and strengthen their academic, social and emotional skills. Together with NJ LEEP, Everest hosted a “Virtual Week-on-the-Job” program for high school sophomores and juniors. This program allowed students to gain a foundational understanding of the insurance industry through various activities. During the four-day virtual program, four high school students participated in business, professional and developmental workshops with Everest employees, attended presentations and competed in case competitions facilitated by Everest employees.



The DEI Council also partnered with NJ LEEP for their legal mentorship program. In this program, high school students participated in three constitutional law debates held throughout the year, which were mentored and judged by attorneys in Everest’s law department. Everest employees additionally volunteered to help students develop their writing and public speaking skills during the program.

## NAAIA

In 2021, the DEI Council also partnered with the National African-American Insurance Association (“NAAIA”), whose mission is to empower African-American insurance professionals currently in the industry and celebrate their accomplishments, as well as attracting talented individuals to the insurance industry. Everest participated in NAAIA’s “National Talent Development Competition” to give students from Historically Black Colleges and Universities an opportunity to partner with corporate advocates and NAAIA leaders on an eight-month case competition. Everest employees volunteered as corporate advocates to guide and support three Morgan State University students throughout the competition. The Everest and Morgan State University team secured 5th place in the competition and were rewarded with a scholarship.



## Employee Resource Groups

Everest has also founded several ERGs focusing on different diverse communities, including the Women's Networking Group, Pride ERG, Black ERG and Pan-Asian ERG. These groups were launched to encourage representation, awareness and collaboration at Everest and advocate for equality and inclusiveness while identifying business opportunities in diverse markets. ERGs are formed based on the interest of our employees, allowing any group to form their own community within Everest. Each ERG is open to all members of the Everest community whether they identify as a member of the group, want to show support as an ally or are just looking to learn more.

### ERG Event Highlights



The Black ERG held a Juneteenth panel on June 17, 2021, with a panel of black executives from the insurance industry to discuss their journeys through the corporate world and the importance of building a thriving, diverse workforce for a stronger business. The Black ERG also organized a series to highlight our black colleagues and their achievements.



The newly formed Pan-Asian ERG aims to provide seamless integration for newly migrated Pan-Asian members and strives to promote awareness on issues affecting the Pan-Asian community. The Pan-Asian ERG launched a Culinary Corner for employees to share a part of their culture through cooking. It also hosted a panel discussion on what it means to be Pan-Asian in corporate America and the challenges faced by the Pan-Asian community in overcoming its underrepresentation in executive posts across corporate America.



The Women's Networking Group ("WNG") is an inclusive, company-wide resource providing opportunities at all levels for networking, leadership and professional/personal development. The WNG serves as a resource to bring attention to women's issues in the workplace and promote camaraderie among women and men at Everest. The WNG seeks to empower women at Everest by bringing in successful speakers to share their wisdom and experience and organizing out-of-office activities to encourage interaction and socialization between colleagues in all offices.

For example, the WNG organized a panel for International Women's Day in 2021 featuring leading women at Everest, including Cary Naude, Chief Operating Officer, Everest Technology Services, Everest Reinsurance; Linda Ryan, CEO, Everest Insurance (Ireland); and Joshila Taylor, Global Head of Fine Art and Specie, Everest Insurance. Moreover, the WNG organized five virtual "leadership coffee hours" in 2020 and 2021, with speakers such as Meryl Hartzband, Everest Board Member and Dana Lodge, CFO of Everest Insurance. In these panels and discussions, leading women discussed their career paths and provided guidance on the keys to success and overcoming difficulties they face in the workplace.

In addition, on March 8, 2020, International Women's Day, Everest employees raised \$1,024 for Jersey Battered Women's Services (JBWS). With Everest's matching donation, \$2,048 was donated to the organization. Members of the WNG also participated in the Verizon Corporate Classic 5K JBWS benefit in support of victims of domestic violence.



The Pride ERG hosted several events in 2021. In conjunction with Pride Month, the Pride ERG invited guest lecturer, Greg R. Baird, to discuss the topic "Disarming Hate & Bigotry: Building an Accepting and Inclusive Community." Additionally, they held a panel discussion with five insurance executives, who discussed their experiences in the workplace and how their authenticity affected their careers.



## Employee Surveys

The Company conducts various surveys to track employee engagement, satisfaction and viewpoints from time to time. For instance, Everest conducted a company-wide employee survey in 2021, which requested that employees reflect on their experience as employees at Everest and their relationship with their manager. Responses were received from 71 percent of employees and the results indicated that a majority of respondents had positive views of Everest in four key areas: Employee Experience, Manager Relationships, Executive Team/Senior Leadership and Culture. Many participants recognized that Everest had made significant strides over the last year to improve its culture and focus on diversity. Everest continues to address specific areas where we received feedback in the survey.

60%

of new hires in 2021 were diverse by gender or ethnicity compared to 58% in 2020

59%

at the Vice President level and above in 2021 were diverse hires by gender or ethnicity compared to 48% in 2020

The Company also conducted regular vaccination surveys to keep track of all of our employees' COVID-19 vaccination status. In 2022, Everest is conducting a Global Employee Engagement Survey to understand employees' perceptions and thoughts on where engagement is strong at Everest, as well as where we can improve and build for the future.

## Non-Discrimination and Anti-Harassment Policy

Everest has a long-standing, zero-tolerance policy that prohibits all forms of harassment in the work environment. Everest strives to create and maintain a work environment in which all employees, clients and customers of the Company are treated with dignity, decency, respect and remain free of unlawful harassment, intimidation and discrimination in the workplace.

To ensure that employees are properly educated on our harassment policy and the forms of harassment that are prohibited in the workplace, all employees are required to take harassment prevention and bias awareness and reduction training annually. Any employee who feels that he or she has been subjected to discrimination or harassment or believes another individual has been subjected to such conduct is requested to report it immediately. Employees may discuss the situation in a confidential manner with their supervisor or a representative from the human resources department.



2021  
Everest Re Group, Ltd. candidate for Insurance Insider's Inside P&C Honors Diversity & Inclusion Award



2020  
Dana Lodge and Linda Ryan of Everest Insurance recognized as Women to Watch by Business Insurance

# TALENT DEVELOPMENT

The continued development of all employees is a core value that exemplifies our culture. Attracting and developing a diverse, talented workforce is an essential part of enacting that value. Everest focuses on advancing our employees across all levels and investing in the future generation of the (re)insurance industry. Our strength as an organization begins with our talent.

Our Talent Development team supports our corporate goals and objectives by:

- Promoting a culture of continuous learning
- Providing opportunities for learning, coaching and mentorship
- Developing Everest’s talent through succession planning, building “bench strength”, performance consulting and development planning

Our Talent Development team works with senior management to identify women and persons of color across the Company as potential leaders. These individuals receive management and executive leadership training and education to enhance their skillsets and encourage promotions. Indeed, our executive officers are measured on their forward-thinking diversity initiatives as part of their annual performance evaluations. Such diversity at the most senior levels of our organization reflects our commitment to identify and develop highly qualified women and individuals of color to help lead our Company into the future.

## Summer Internship Program

The Summer Internship Program offers an exciting opportunity to receive exposure to the world of property and casualty insurance and reinsurance through dynamic training, first-hand business experience and networking with the industry’s leading experts and experienced professionals. Our robust program includes educational workshops and speaking engagements from senior leaders across the

Company and further facilitates teamwork by allowing participants to meet and engage with interns in many different locations. Our program offers internships across disciplines in locations throughout the United States and Canada. Sixty-five college students participated in a 10-week internship program during the summer of 2021.

## The Associate Underwriter Program

The Associate Underwriter Program is designed to develop a cohort of new underwriters at Everest. A total of 21 individuals representing seven different cities and business areas were selected to participate in the 2020–21 program, while 15 individuals participated in the 2019–20 program. This immersive 11-month learning experience includes instructor-led workshops, speakers from across the Everest organization, professional development courses, functional and technical training and broker networking events.

## Ascending Leaders

The Ascending Leaders Program was developed to strengthen our employees’ critical thinking and problem-solving skills while cultivating awareness and understanding of the five core tenants of Everest’s culture: Collaboration, Execution, Thoughtful Assumption of Risk, Humility and Leadership. The program allows employees to showcase their leadership and management skills while working on a chosen business challenge project. In 2021, 11 employees participated in the Ascending Leaders Program.

▶ 63% OF PROMOTIONS IN 2021 ACROSS ALL LEVELS WERE DIVERSE BY GENDER AND ETHNICITY COMPARED TO 58% IN 2020.

▶ 52% OF PROMOTIONS IN 2021 AT THE VICE PRESIDENT LEVEL OR ABOVE WERE DIVERSE ACROSS BOTH GENDER AND ETHNICITY.



## Leadership Development Program

The Leadership Development Program, available to all Everest employees worldwide, is a progressive series of leadership courses designed to develop our high potential and high-performing talent towards strong leadership capability. The 12–14 week series, which requires a commitment of approximately 10 hours per month, provides development at all levels of the organization, from our future to current leaders. Each program has its own set of competency, skill and behavior learning objectives, progressing from those identified early in their careers to those experienced in leadership. The program includes three half-day virtual workshops with integrated self-study components and 1:1 leadership coaching.

## Mentorship Program

The Talent Development team also sponsors a formal mentorship program. Any Everest employee who received a performance rating of “meets expectations” or above on their latest performance review and has remained in good standing may apply to the program. Mentors and mentees at all levels of the Company are welcome to apply. Mentees have a sincere interest in learning and development. Mentors assist mentees in setting and clarifying goals and provide feedback on progress. The program includes small group mentoring, which offers employees the opportunity to learn from peers and mentors in small groups once per month.

## Essential Management Skills

Agility is one of our core values. Thus, we replaced the in-person Manager’s Forum with a new and exciting live learning program—the Essential Management Skills learning series. The live sessions are held remotely to reduce the need for travel and extended time out of the office. The series includes six modules covering the most critical management skills: Effective Listening, Delegation, Feedback and Coaching, Developing Your Employees, Conflict and Difficult Conversations. Multiple sessions are offered for each module to fit employee schedules. These courses, which can be taken as individual modules or together to earn the Everest Management Certificate, take our employees’ skills to new levels. Participants also have the opportunity to meet and work with Everest managers from around the world.

## Blue Ocean Brain

All Everest employees have access to Blue Ocean Brain, an online learning resource that provides daily articles and brain performance challenges to elevate thinking and boost creativity in just 10 minutes a day. Blue Ocean Brain’s course library covers a variety of areas, including communication, critical thinking, sales and negotiation, leadership, bias awareness and diversity and inclusion. Blue Ocean Brain’s relevant and interactive content is available for bite-sized learning for employees at any time. In 2021, Everest employees completed over 30,000 bias reduction lessons on Blue Ocean Brain, with each employee completing an average of 16 Blue Ocean Brain lessons.

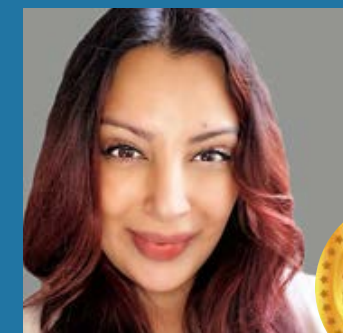
## EMPLOYEE SPOTLIGHT

2021

*Ayesha West honoree of Insurance Business America’s Hot 100*

2020

*Ayesha West of Everest Insurance winner of Break Out Award by Business Insurance*



# HEALTH AND WELLNESS

## Training

Everest hosts a number of training programs. For instance, the Workday learning application provides Everest employees with resources to browse and enroll in instructor-led and on-demand courses, manage their learning and more. Through Workday, managers have insight into their team’s development goals and progress as well as the ability to recommend and enroll their staff into training. There are currently over 3,000 courses available 24/7 in Workday. For example, in 2021, the Talent Development team developed a course entitled “The Future of Work—Hybrid Workplace Training.” This class discussed steps to create a positive and inclusive work environment while ensuring the best results in a hybrid work environment.

Over 39,926 hours of training were completed by employees on a variety of Company-developed topics through skill-enhancing courses in 2021. All of Everest’s employees have received training on Workday, with each employee receiving approximately 20.5 hours of training. Additionally, many employees complete external training courses that are not counted in the total training hours. Everest is working to track these hours for future reporting.

## Practising Law Institute

Everest is a member of the Practising Law Institute (“PLI”), a nonprofit organization dedicated to keeping attorneys and other professionals at the forefront of knowledge and expertise. PLI, chartered by the Regents of the University of the State of New York, provides high-quality, accredited, continuing legal and professional educational programs in a variety of formats. Through the relationship with PLI, Everest’s employees, including in-house counsel, have access to PLI’s robust catalog of training programs and learning resources.

## Performance Assessments

Annually, the performance of each employee at Everest is required to be evaluated by the employee and their supervisor. An employee self-assessment and manager assessment must be completed once per year, with a performance discussion follow-up. Managers are responsible for reviewing the employee self-assessment before finalizing the manager assessment. In manager assessments, managers provide a two-dimensional rating based on each employee’s development in their role and overall performance. Managers also identify future performance goals and development opportunities.

## International Association of Black Actuaries

Everest is a proud sponsor of the International Association of Black Actuaries (IABA), an organization dedicated to increasing the number of black actuaries through programs and partnerships and influencing the successful career development, civic growth and achievement of black actuaries. Within the first year of working with IABA, Everest became an IABA Corporate Sponsor, began attending all Corporate Advisory Council meetings, offered a scholarship to an IABA college student and signed up to mentor and coach for exam prep. In the future, Everest is looking to adopt a college or university as part of the Actuarial Ambassador Program. This program aligns with our mission to attract and develop underrepresented students interested in the actuarial profession.

Everest strives to enhance our employees’ financial, physical and mental well-being. We offer our employees a range of benefits. Our health benefits plan also includes access to medical, pharmacy, dental and vision benefits.

We earned the distinction of being named one of the 2020 Best Places to Work in Insurance, which recognizes employers for their outstanding performance in establishing workplaces where employees can thrive, enjoy their work and help their companies grow.

All of our full and part-time employees are provided with access to a benefits package that includes:

- Life insurance
- Health insurance
- Savings plan
- Short-term disability
- Long-term disability
- Accidental death
- Parental leave
- Caregiver leave
- Intermittent medical leave
- Legal care plan
- Commuter benefits
- Identity theft protection
- Health spending account
- Flexible spending accounts
- Student loan repayment program
- Tuition reimbursement
- Genetic testing
- Accident insurance
- Critical illness insurance
- Hospital indemnity insurance
- Employee Assistance Program

# NEW BENEFITS SPOTLIGHT

- Adoption Reimbursement Program*
- Voluntary Pet Insurance Benefits*
- Virtual Physical Therapy*
- Extended Parental Leave*



## Parental Leave

We offer four weeks of fully paid parental leave for both part-time and full-time employees. The leave must be taken within six months of the birth, adoption or the legal placement of a child for adoption; and can be taken in one-week increments (five consecutive workdays) or four consecutive weeks (20 consecutive workdays).

## Everest Connection

The Everest Connection Portal is designed for Everest employees to access information regarding health and well-being. This portal offers employees access to mental health and wellness resources, including webinars, yoga and fitness classes, mindfulness exercises, podcasts, healthy eating recipes and volunteer opportunities.

## Whole Life Challenge

The Whole Life Challenge is a four-week habit-changing game that encourages participants to create a happier, healthier lifestyle by making small changes to daily habits. Players from all over the world play simultaneously. The game focuses on seven daily habits: nutrition, exercise, mobilization, sleep, hydration, well-being practices and reflection. This program helps participants feel more in control of day-to-day activities while leaving them rested, healthy, physically strong, and more open to new experiences.

## Wellness Workshop

Everest's Wellness Workshop is offered to all U.S. and international Everest employees on the last Thursday of each month. These workshops explore the science of mindfulness, share some simple and enjoyable tools to calm a busy mind and demonstrate simple techniques to find a more peaceful and joyful space within ourselves. Mindfulness Mondays are also offered weekly. These 20-minute guided sessions provide participants an opportunity to practice mindfulness techniques and build a mindfulness practice.

## Employee Assistance Program

Everest's Employee Assistance Program offers employees and individuals within their households confidential, no-cost assistance and referrals for a range of issues, such as child care, mental illness, alcohol and drug counseling and financial and legal counseling.



## Educational Benefits

The Everest Educational Student Loan Repayment Program provides financing to eligible employees who have graduated college within the previous five years. Financing is provided to an employee to apply to their current outstanding college loan debt. Regular and part-time employees below the Vice President level can also continue their formal education through the Tuition Refund Plan. Employees pursuing undergraduate degrees, MBAs, other graduate degrees and individual courses are eligible for tuition reimbursements through the Tuition Refund Plan.

## COVID-19 Benefits

Our executive leadership team has taken proactive measures to remain engaged with all our colleagues across the Company during the COVID-19 pandemic, including constant communication, logistics management and emotional support for our employees across the world to help allay fears and anxieties.

For example, we held regular virtual global town hall meetings hosted by our CEO and the entire senior executive leadership team. These virtual town hall dialogues provided an open forum for our employees to see and address our executive leadership team directly and interact and stay connected with their colleagues from various international locations during such an unprecedented time. Employees completed a COVID-19 reentry self-assessment as part of our office reentry process to help employees determine whether they were eligible and ready to return to the workplace during phase one of reentry.

Furthermore, we developed a detailed, consistent, disciplined reentry approach for each of our offices, with the recommendation to reopen an office based on the assessment of key readiness indicators, including local government protocols and health and safety guidelines. We also undertook an extensive workplace safety review and updated it during the pandemic in accordance with CDC and medical guidelines, as well as local jurisdictional requirements.

Several health and safety protocols were implemented in accordance with state and federal guidelines, including the use of masks in the office, enhanced cleaning and disinfection and daily health checks.

Additionally, we expanded our sick leave policies to allow liberal use for COVID-related impacts. The Company provides support for employees to receive the COVID-19 vaccine, including paid time off for each vaccination dose and paid sick leave to recover from the side effects following vaccination. In partnership with VitalCheck, we also offered employees the ability to participate in a COVID-19 workplace vaccination clinic. Two workplace vaccination clinics were held in 2021 at our U.S. headquarters.

Effective September 7, 2021, we announced that only fully vaccinated employees, contractors and visitors were permitted to work in our U.S. offices. We issued a vaccine survey to employees worldwide and those who responded that they were fully vaccinated were asked to provide proof of vaccination to the human resources department. As a result of the vaccine survey and our vaccine clinics, we were pleased to have achieved vaccination rates in excess of 96 percent among our employee population.

Over the past several years, we've expanded our information technology and invested in personnel, upgraded equipment and migrated key business applications to a cloud environment. This facilitated our ability to adapt quickly to the government-imposed shutdowns of our offices around the globe. Everest is also well prepared for any climate-related incidents that may disrupt business operations through our IT infrastructure, business continuity planning and strong remote working capabilities.

Under our new work model known as the Future of Work, a majority of roles within the organization were classified as remote-hybrid, providing employees with greater flexibility to work from home up to two days each week, while balancing that with the benefits of collaborating and working together in-person. Another group of roles were classified as fully remote for those that do not require in-office presence. The Company's new work model allows for improved work-life balance and will help expand the ability to attract key talent in a competitive job market.

## ESG Fund

We have also expanded our 401k options to include an ESG fund. The ESG fund seeks to invest in a portfolio of equity securities that have an aggregate ESG assessment that is better than the aggregate ESG assessment of the Russell 1000® Index. To determine the fund's investable universe, companies and industries are screened based on various ESG criteria. Companies with exposure to controversial weapons, civilian firearms, tobacco and fossil fuels beyond specified thresholds are screened out.



2020

*Everest Re Group, Ltd. named as one of the 2020 Best Places to Work in Insurance by Business Insurance*



## OUR COMMUNITIES

We strive to be a strong corporate citizen committed to philanthropic efforts and dedicated to values that are important to our employees and our communities. We believe in the importance of giving back to our local and global communities and helping those in need through addressing education, health, social and environmental issues that impact our neighbors.

### Everest Charitable Outreach

Our employee-driven organization, Everest Charitable Outreach (“ECO”), was formed in 2017 to bring volunteer opportunities, events and avenues of charitable giving to our employees everywhere, particularly in the education, health and social sectors. Since its inception, ECO has organized successful events within the communities where there are Everest offices and beyond.

Due to limitations on in-person efforts due to the COVID-19 pandemic, we ran a company-wide matching gift campaign for charities directly assisting with pandemic relief (e.g., hospitals, health care workers, first responders, food banks and similar organizations). Below is a sampling of 2020 and 2021 events.



- ECO organized a book drive in 2020 and donated over 800 books to the Boys & Girls Clubs of Mercer County.
- As part of Earth Day, ECO supported the Arbor Day Foundation’s reforestation efforts to plant 5,000 new trees in Florida’s Econfina Creek and Chipola River watersheds, which were devastated by Hurricane Michael in 2018.
- Everest partnered with Grow-A-Row for two successful events in 2021. First, a group of 30 Everest employees volunteered at Grow-A-Row’s Apple Gleaning event in Chester, New Jersey. The group gleaned 3,000 pounds of apples, which provided 12,000 servings. In addition, a team of 23 Everest employees helped harvest cucumbers, peppers and plums at Grow-A-Row’s Pittstown, New Jersey farm. The team harvested approximately 4,000 pounds of fresh produce, which will provide more than 15,000 servings to our neighbors struggling with food insecurity.
- Over 21 Everest employees participated in a clean-up day at Camp Jotoni to prepare the camp for summer sessions. Camp Jotoni, run by the Arc of Somerset County, is a special needs summer camp for children and adults with disabilities. It is located on 15 acres in Warren, New Jersey, less than five miles from our U.S. headquarters.
- ECO and WNG co-hosted a “thank you” letter writing campaign to our U.S. Military veterans around the world. Everest employees from 15 different offices penned 2,000 cards, filling each with a personalized message of thanks.
- Everest employees participated in the Akhil Autism Foundation Walk in Woodbridge, New Jersey.
- Everest employees volunteered with Rise Against Hunger to pack 20,000 nutritious meals that were distributed to Rise Against Hunger’s partners throughout the world.

Everest is also proud to sponsor the renovation of a room at the Ronald McDonald House in New Brunswick, New Jersey. Partnering with the Ronald McDonald House of Central & Northern New Jersey, the project provides a “home away from home” for families with seriously ill children while receiving medical care. The house is adjacent to the Robert Wood Johnson University Hospital.



### Everest Cares

Everest Cares is our new philanthropic program, designed to align a substantial portion of our charitable giving with our three pillars of climate, hunger and justice. These pillars align with employees’ passions to create a sense of shared purpose that connects employees to the Company, their community and the world. We recognize the cross-cutting nature of these issues, including the effects of climate change upon our food supply and the disproportionate impacts of climate change and environmental injustices on vulnerable communities. Through this program, we intend to demonstrate to our employees, shareholders and global community that Everest is more than a promise to pay claims.



#### Our Three Pillars

##### CLIMATE:

- ▶ PROACTIVE ACTION AND DISASTER RELIEF
- ▶ CLIMATE CHANGE MITIGATION, ADAPTATION AND IMPACT REDUCTION
- ▶ STRENGTHEN RESILIENCE TO CLIMATE-RELATED HAZARDS AND NATURAL DISASTERS

##### HUNGER:

- ▶ PROMOTE SUSTAINABLE AGRICULTURE
- ▶ SUPPORT IMPROVED NUTRITION
- ▶ END HUNGER

##### JUSTICE:

- ▶ REDUCE INEQUALITIES
- ▶ SUPPORT A DIVERSE CULTURE
- ▶ PROMOTE INCLUSION

We have partnered with charitable organizations that align with the identified pillars. For example, in 2021, we announced a donation of \$200,000 to three social justice organizations: NAACP Legal Defense and Educational Fund, Asian Americans Advancing Justice and Out Right Action International.

Furthermore, our Employee Matching Gifts Program is a component of Everest Cares and matches employee donations dollar-for-dollar made to pre-selected organizations that focus on our three philanthropic pillars.

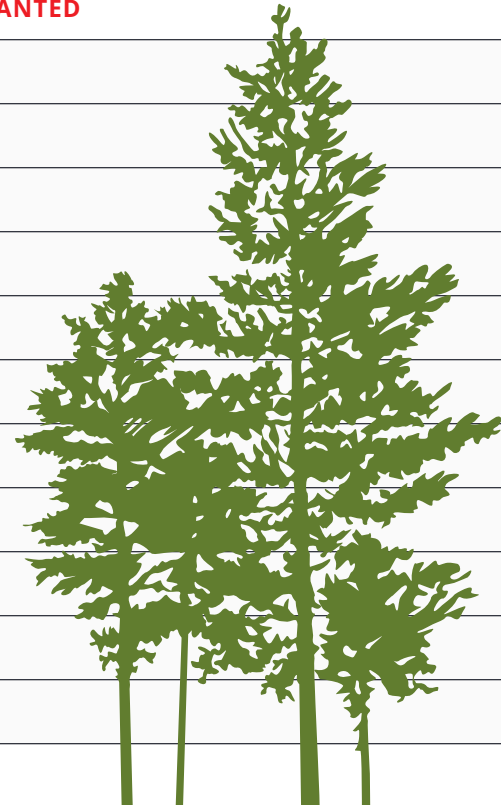


### One Tree Planted

Through Everest Cares, we have also partnered with One Tree Planted, a nonprofit organization focused on global reforestation. Together with One Tree Planted, Everest will plant one tree in honor of every Everest employee, which will ultimately result in 1,850 new trees in locations around the world. One Tree Planted planted over 10 million trees in 28 countries in 2020. Reforestation is one of the most efficient methods to capture carbon from the atmosphere, and thus is crucial to the fight against climate change. Additionally, as a qualifying organization of our Everest Matching Gifts Program, Everest will match employee contributions to One Tree Planted.



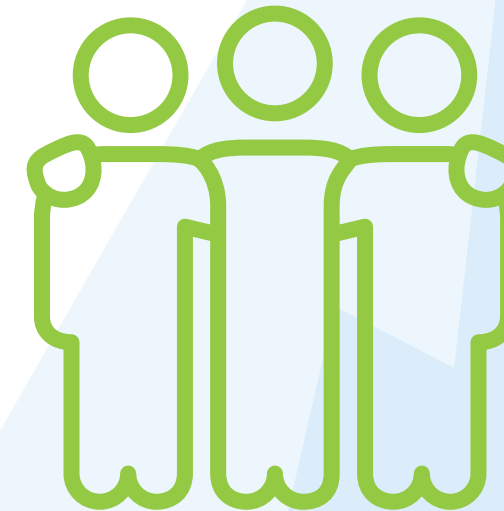
LOCATION	NUMBER OF TREES PLANTED
▶ AMAZON RAINFOREST	6
▶ APPALACHIA	1,211
▶ CALIFORNIA	101
▶ CHIPPEWA	115
▶ DENMARK	179
▶ FLORIDA	107
▶ ICELAND	26
▶ MANGROVES	21
▶ ONTARIO	75
▶ OREGON	6
▶ QUEBEC	3
<b>GRAND TOTAL</b>	<b>1,850</b>



### EverGreen

Everest is excited to announce its newest Business Resource Group—EverGreen. EverGreen supports the Company’s ongoing commitment to ESG concerns through socially responsible engagement with our key stakeholders: investors, shareholders, employees, customers and the communities in which we operate.

EverGreen is guided by a steering committee, which includes employees within Everest from a cross-section of areas, including law, investments, human resources and communications. The steering committee members are responsible for driving a culture of sustainability within their respective business units and into all areas of the Company.



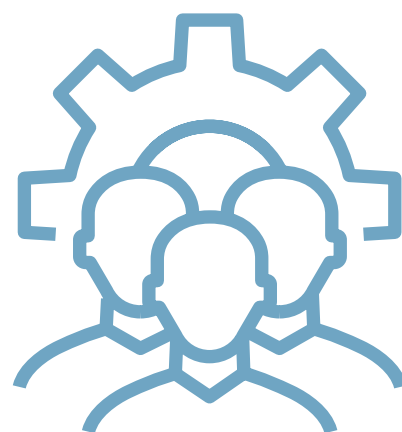
## Global Partnerships

### International Finance Corporation

We partnered through an insurance arrangement with the International Finance Corporation (“IFC”), the private sector arm of the World Bank Group, the largest development bank in the world, which provides loans and assistance to developing countries. The partnership, which also includes five other global insurance companies, mobilizes \$2 billion in credit capacity under the IFC’s Managed Co-Lending Portfolio Program (“MCPP”). The initiative will allow the IFC to increase its medium and long-term lending to commercial banks and non-bank financial institutions in emerging markets by up to \$5 billion. The program demonstrates the potential of a new partnership model between development finance institutions and global insurance markets, where private sector risk capacity can support and expand development finance activities.



The MCPP offers investors a vehicle for supporting the IFC’s projects that work toward overcoming global development challenges. Emerging market borrowers gain access to larger financing packages and reduced transaction time through global investment support. With the joint support of the IFC and MCPP investors, firms in emerging markets can expand operations, creating new opportunities for their owners and employees to escape poverty and achieve prosperity. Thus, investors directly contribute to reaching development and sustainability goals and improving the lives of the world’s poor. Everest is proud to participate in this program that not only allows the IFC to increase its lending operations, but also directly addresses critical development barriers in emerging markets.



### Green Guarantee Company

Everest supports the Green Guarantee Company (“GGC”), which launched in November 2021 at COP 26 in Glasgow, Scotland. The GGC is the world’s first dedicated green guarantor that will mobilize financing from developed economies to meet global development challenges. Climate financing from developed countries to developing countries is central to the success of the world’s collective efforts to keep warming to 1.5°C. Thus, greater mobilization of long-term pension, insurance and other conservatively managed funds is required. As an insurer, Everest provides insurance capacity to the GGC for its guarantees, which finance climate and development projects in the developing world.

## Stakeholder Engagement

### Our Stakeholders

We define our stakeholder groups by determining which entities, organizations and individuals have the highest impact on our business and professional operations. Through this process, we have determined that our stakeholder groups include:

- **Investors and Shareholders:** Our investors and shareholders have expressed growing interest in ESG issues. As a result, ESG issues are a top concern to our Company and we have moved forward to incorporate ESG into all aspects of our business.
- **Employees:** Our employees have displayed a great interest in improving Everest’s environmental sustainability. In response, we developed the new EverGreen BRG composed of a diverse group of employees to enhance our ESG commitments. We have also responded to our employees’ concerns regarding diversity and inclusion issues through the creation of the DEI Council and ERGs.
- **Customers:** Everest has responded to customer concerns through innovative insurance and reinsurance products that have direct impact on their well-being. We have also acted to further mainstream sustainability into the core of our business in response to customers’ expectations.
- **Communities:** Everest is committed to collaborating with the local communities in which it operates through charity and volunteerism. Everest has forged lasting relationships with various nonprofit organizations to have a positive impact on our communities.

### Our Approach

Stakeholders are the groups that affect Everest’s decisions, strategies and abilities to achieve its objectives. We aim to enhance engagement with all our stakeholders to promote cooperation and transparency in our business. We are committed to dedicated engagement with investors, shareholders, employees, customers and the communities in which our business operates. This engagement includes:

#### INVESTORS AND SHAREHOLDERS:

- ▶ ANNUAL FILINGS AND REQUIRED SEC FILINGS
- ▶ QUARTERLY INVESTOR PRESENTATIONS
- ▶ ANNUAL MEETINGS WITH OUR TOP 20 SHAREHOLDERS AND THE GENERAL COUNSEL
- ▶ EVEREST RE GROUP, LTD.’S ANNUAL GENERAL MEETING

#### EMPLOYEES:

- ▶ REGULAR EMPLOYEE SURVEYS
- ▶ ANNUAL PERFORMANCE REVIEWS
- ▶ DIRECT INTERACTIONS WITH SUPERVISORS AND MANAGERS

#### CUSTOMERS:

- ▶ DIRECT OUTREACH AND INTERACTION THROUGHOUT THE YEAR

#### COMMUNITIES:

- ▶ REGULAR OUTREACH AND ENGAGEMENT
- ▶ DONATION OF EMPLOYEE TIME AND RESOURCES



2020  
Everest Re Group, Ltd. Finalist for  
U.S. Insurance Awards Charity Outreach  
Initiative of the Year by Business Insurance

2020  
Everest Insurance finalist for  
Community Outreach Project of the  
Year by Business Insurance

# MATERIALITY

The material topics addressed in this report were determined after consideration by our Board and executive leadership, as well as consultation with our stakeholders throughout the year. Unless otherwise noted, these topics are material to our global operations and are considered core values of our business.

TOPIC	AFFECTED STAKEHOLDERS	MATERIALITY	INTERNAL TO ORGANIZATION	EXTERNAL TO ORGANIZATION
<b>ECONOMIC PERFORMANCE (GRI-201)</b>	All	Profitability and growth are critical to the Company's existence and long-term success. The Company's economic performance impacts all those affected by the Company's success.	Yes	Yes
<b>ANTI-CORRUPTION (GRI-205)</b>	All	Bribery and corruption are illegal and can expose the Company and its employees to fines or penalties, including imprisonment and reputational damage, which can have a lasting impact upon trust and confidence in the Company.	Yes	Yes
<b>ENERGY (GRI-302)</b>	All	Dependence on fossil-fuel energy sources is a driving force of climate change, which is impacting our underwriting, pricing and investment decisions. Our energy consumption also directly impacts the local environments we operate in.	Yes	Yes
<b>EMISSIONS (GRI-305)</b>	All	Reducing GHG emissions is critical to limiting global warming and fulfilling our commitment to reduce our carbon footprint.	Yes	Yes
<b>ENVIRONMENTAL COMPLIANCE (GRI-307)</b>	All	Our compliance with environmental laws and regulations affects the health of the local communities in which we operate and plays a role in preserving a healthy environment.	Yes	Yes
<b>EMPLOYMENT (GRI-401)</b>	All	Our ability to attract and retain diverse, qualified employees is crucial to building a productive workforce and achieving our financial goals.	Yes	Yes
<b>OCCUPATIONAL HEALTH AND SAFETY (403)</b>	Investors, Shareholders, Employees, Communities	The health and safety of our employees is critical to facilitating a productive work environment, which directly impacts our financial success.	Yes	Yes
<b>TRAINING AND EDUCATION (404)</b>	Investors, Shareholders, Customers, Employees	Our ability to develop and improve employee skills and enhance human capital correlates strongly with Company performance.	Yes	Yes
<b>DIVERSITY AND EQUAL OPPORTUNITY (405)</b>	Investors, Shareholders, Employees, Communities	An inclusive work environment and diverse community is crucial to our growth and success.	Yes	Yes
<b>CUSTOMER PRIVACY (418)</b>	Investors, Shareholders, Customers, Employees	We are expected to protect customer privacy and take reasonable measures to ensure the security of personal data which we collect, store and process.	Yes	Yes

# APPENDIX A: PERFORMANCE TABLES<sup>1</sup>

**EMPLOYMENT**  
**TOTAL EMPLOYEES: 1,890**  
**EMPLOYEE AGE DIVERSITY**

INTERNATIONAL			UNITED STATES		
LOCATION	AGE GROUP	TOTAL	LOCATION	AGE GROUP	TOTAL
<i>Bermuda</i>	1: Under 30	3	<i>Atlanta, GA</i>	1: Under 30	5
	2: 30-50	16		2: 30-50	19
	3: Over 50	6		3: Over 50	5
	<b>Bermuda Total</b>	<b>25</b>		<b>Atlanta, GA Total</b>	<b>29</b>
<i>Brazil</i>	1: Under 30	3	<i>Boston, MA</i>	1: Under 30	9
	2: 30-50	1		2: 30-50	10
	3: Over 50	1		3: Over 50	11
	<b>Brazil Total</b>	<b>4</b>		<b>Boston, MA Total</b>	<b>30</b>
<i>Chile</i>	1: Under 30	3	<i>Chicago, IL</i>	1: Under 30	11
	2: 30-50	2		2: 30-50	23
	3: Over 50	3		3: Over 50	22
	<b>Chile Total</b>	<b>8</b>		<b>Chicago, IL Total</b>	<b>56</b>
<i>Dublin</i>	1: Under 30	5	<i>Houston, TX</i>	1: Under 30	1
	2: 30-50	16		2: 30-50	11
	3: Over 50	4		3: Over 50	4
	<b>Dublin Total</b>	<b>25</b>		<b>Houston, TX Total</b>	<b>16</b>
<i>London</i>	1: Under 30	45	<i>Indianapolis, IN</i>	1: Under 30	7
	2: 30-50	79		2: 30-50	15
	3: Over 50	42		3: Over 50	15
	<b>London Total</b>	<b>166</b>		<b>Indianapolis, IN Total</b>	<b>37</b>
<i>Montreal, QC</i>	2: 30-50	1	<i>Los Angeles, CA</i>	1: Under 30	4
	3: Over 50	1		2: 30-50	11
	<b>Montreal, QC Total</b>	<b>2</b>		3: Over 50	4
<i>Remote, Brussels</i>	3: Over 50	1		<b>Los Angeles, CA Total</b>	<b>19</b>
<i>Remote, London</i>	1: Under 30	1	<i>Miami, FL</i>	1: Under 30	6
	3: Over 50	1		2: 30-50	24
<i>Remote, Netherlands</i>	1: Under 30	2		3: Over 50	9
	2: 30-50	4	<b>Miami, FL Total</b>	<b>39</b>	
<i>Remote, QC</i>	3: Over 50	4	<i>New York, NY</i>	1: Under 30	51
	2: 30-50	1		2: 30-50	75
<i>Remote, Toronto</i>	3: Over 50	1		3: Over 50	27
	1: Under 30	3		<b>New York, NY Total</b>	<b>153</b>
<i>Remote Total</i>	2: 30-50	6	<i>Orange, CA</i>	1: Under 30	1
	3: Over 50	7		2: 30-50	13
<b>Remote Total</b>	<b>16</b>	<b>Orange, CA Total</b>		<b>38</b>	
<i>Singapore</i>	1: Under 30	5	<i>Philadelphia, PA</i>	1: Under 30	8
	2: 30-50	14		2: 30-50	15
	3: Over 50	4		3: Over 50	7
	<b>Singapore Total</b>	<b>23</b>	<b>Philadelphia, PA Total</b>	<b>30</b>	
<i>Toronto</i>	1: Under 30	11	<i>Remote, AL</i>	3: Over 50	1
	2: 30-50	31	<i>Remote, AZ</i>	2: 30-50	3
	3: Over 50	37	3: Over 50	2	
	<b>Toronto Total</b>	<b>79</b>	<i>Remote, CA</i>	1: Under 30	1
<i>Zurich</i>	1: Under 30	1	2: 30-50	3	
	2: 30-50	17	3: Over 50	4	
	3: Over 50	5	<i>Remote, CO</i>	2: 30-50	1
	<b>Zurich Total</b>	<b>23</b>	<i>Remote, CT</i>	3: Over 50	1
<b>Total International Active Employees as of 12.31.2021</b>	<b>371</b>	<i>Remote, DE</i>	2: 30-50	1	
<i>Remote, MN</i>	1: Under 30	76	<i>Remote, FL</i>	2: 30-50	6
	2: 30-50	185	3: Over 50	9	
	3: Over 50	110	<i>Remote, GA</i>	3: Over 50	4
<i>Remote, MI</i>	1: Under 30	1	<i>Remote, IL</i>	2: 30-50	2
	2: 30-50	1	3: Over 50	4	
	3: Over 50	1	<i>Remote, IN</i>	2: 30-50	4
<i>Remote, MN</i>	1: Under 30	1	3: Over 50	2	
	2: 30-50	2	<i>Remote, KS</i>	3: Over 50	2
	3: Over 50	1	<i>Remote, WI</i>	2: 30-50	1

<sup>1</sup>Data is based on internal human resources data as of 12/31/2021 and excludes the intern population. No significant portion of Everest's activities are performed by workers who are not permanent employees

EMPLOYEE GENDER DIVERSITY

Table with 9 columns: LOCATION, GENDER, TOTAL. Divided into INTERNATIONAL and UNITED STATES sections, listing employee counts by gender for various locations and remote offices.

EMPLOYEE ETHNIC DIVERSITY

Table with 6 columns: LOCATION, RACE/ETHNICITY, TOTAL. Divided into INTERNATIONAL and UNITED STATES sections, listing employee counts by race/ethnicity for various locations and remote offices.

EMPLOYEE ETHNIC DIVERSITY (CONTINUED)

UNITED STATES					
LOCATION	RACE/ETHNICITY	TOTAL	LOCATION	RACE/ETHNICITY	TOTAL
Remote, MO	Black or African American	1	Remote, TN	White	3
	White	2	Remote, TX	Unavailable	1
Remote, MS	White	1		White	6
Remote, NC	Asian	1	Remote, VA	Asian	1
	Black or African American	2		White	2
	Two or more races	1	Remote, VT	White	2
	Unavailable	1	Remote, WA	White	4
	White	2	Remote, WI	White	1
Remote, NH	White	3	Remote Total	Asian	39
Remote, NJ	Asian	26		Black or African American	10
	Black or African American	4		Hispanic or Latino	17
	Hispanic or Latino	8		I do not wish to answer	2
	Native Hawaiian or Other Pacific Islander	1		Native Hawaiian or Other Pacific Islander	1
	Two or more races	1		Two or more races	3
	White	30		Unavailable	3
	White	30		White	118
Remote, NV	Asian	1		Remote Total	193
Remote, NY	White	4		San Francisco, CA	Asian
	Asian	2	White		7
Remote, OH	White	5	San Francisco Total	10	
	Asian	1	Stamford, CT	Asian	2
White	1	Black or African American		3	
Remote, OR	White	1		Hispanic or Latino	3
Remote, PA	Asian	2		White	12
	Black or African American	1		Stamford, CT Total	20
	Hispanic or Latino	2	Tampa, FL	Hispanic or Latino	1
	I do not wish to answer	1		White	3
White	8	Tampa, FL Total		4	
Remote, SC	White	4	Walnut Creek, CA	Asian	2
Total U.S. Active Employees as of 12.31.2021	1,519	American Indian or Alaska Native		1	
	Asian	241		Asian	241
	Black or African American	111		Black or African American	111
	Hispanic or Latino	143		Hispanic or Latino	143
	I do not wish to answer	14		I do not wish to answer	14
	Native Hawaiian or Other Pacific Islander	3		Native Hawaiian or Other Pacific Islander	3
	Two or more races	17		Two or more races	17
	Unavailable	29		Unavailable	29
	White	960		White	960
	Warren, NJ	Native Hawaiian or Other Pacific Islander	2	Warren, NJ Total	821
Two or more races	10				
Unavailable	18				
White	512				

EMPLOYEE HIRING AND ATTRITION

TOTAL EMPLOYEES HIRED: 452

	BY GENDER		BY AGE			BY REGION					
	Male	Female	Under 30	30-50	Over 50	U.S.	Canada	South America	Europe	Asia	Bermuda
2021	228	199	138	223	91	343	21	8	70	4	6
2020	152	120	88	136	55	207	14	3	49	2	4
2019	180	157	103	180	54	258	16	0	59	0	4
2018	152	131	101	125	59	220	19	1	39	3	3
2017	156	128	92	140	53	239	10	0	33	1	2
2016	139	113	46	150	56	210	14	1	17	2	8

<sup>1</sup>Gender Information not available for 28 FTE employees.  
<sup>2</sup>Gender information is not available for 25 new hires.

RATE OF EMPLOYEES HIRED <sup>1</sup>

	BY GENDER		BY AGE			BY REGION					
	Male	Female	Under 30	30-50	Over 50	U.S.	Canada	South America	Europe	Asia	Bermuda
2021	13%	12%	8%	13%	5%	20%	1%	0%	4%	0%	0%
2020	10%	8%	6%	9%	3%	13%	1%	0%	3%	0%	0%
2019	11.40%	9.95%	6.53%	11.41%	3.42%	16.35%	1%	0%	3.74%	0%	0.25%
2018	10.94%	9.42%	7.27%	8.99%	4.24%	15.83%	1.37%	0.07%	2.81%	0.22%	0.22%
2017	12.40%	10.17%	7.31%	11.13%	4.21%	19.00%	0.79%	0%	2.62%	0.08%	0.16%
2016	12.49%	10.15%	4.13%	13.48%	5.03%	18.87%	1.26%	0.09%	1.53%	0.18%	0.72%

<sup>1</sup>As compared to the end of the previous calendar year. Active HC as of 12.31.2020 = 1711.  
 Gender information is not available for 1% of new hires.

EMPLOYEE HIRING AND ATTRITION (CONTINUED)

TOTAL EMPLOYEE TURNOVER: 273

	BY GENDER		BY AGE			BY REGION					
	Male	Female	Under 30	30-50	Over 50	U.S.	Canada	South America	Europe	Asia	Bermuda
2021	133	135	55	130	88	226	9	1	27	3	7
2020	76	72	28	75	47	115	7	0	23	2	3
2019	78	74	32	71	49	123	11	0	16	1	1
2018	69	75	26	67	52	108	21	1	13	2	0
2017	121	86	26	103	78	176	17	0	12	0	2
2016	65	54	13	58	48	109	4	0	3	2	1

Gender information is not available for 5 terminated employees.

RATE OF EMPLOYEE TURNOVER<sup>1</sup>

	BY GENDER		BY AGE			BY REGION					
	Male	Female	Under 30	30-50	Over 50	U.S.	Canada	South America	Europe	Asia	Bermuda
2021	8%	8%	3%	8%	5%	13%	1%	0%	2%	0%	0%
2020	5%	5%	2%	5%	3%	7%	0%	0%	1%	0%	0%
2019	4.94%	4.69%	2.03%	4.50%	3.11%	7.79%	6.97%	0%	1.01%	0.06%	0.06%
2018	4.96%	5.40%	1.87%	4.82%	3.74%	7.77%	1.51%	0.07%	0.94%	0.14%	0%
2017	9.62%	6.84%	2.07%	8.19%	6.20%	13.99%	1.35%	0%	0.95%	0%	0.16%
2016	5.84%	4.85%	1.17%	5.21%	4.31%	9.79%	0.36%	0%	0.27%	0.18%	0.09%

<sup>1</sup>As compared to the end of the previous calendar year. Active HC as of 12.31.2020 = 1711.

EMPLOYEE HIRING AND ATTRITION (CONTINUED)

BENEFITS PROVIDED TO EMPLOYEES<sup>1</sup> –U.S.

		LIFE INSURANCE	HEALTHCARE	DISABILITY AND INVALIDITY	PARENTAL LEAVE	RETIREMENT PROVISION	STOCK OWNERSHIP <sup>2</sup>	OTHER
		2021	Full-Time Employees	x	x	x	x	x
	Part-Time Employees <sup>3</sup>	x	x	x	x	x		Legal care plan, commuter benefits, identity theft, genetic testing, flexible spending accounts
	Temporary Employees							
2020	Full-Time Employees	x	x	x	x	x	x	Legal care plan, commuter benefits, identity theft, genetic testing, flexible spending accounts
	Part-Time Employees	x	x	x	x	x		Same as above
	Temporary Employees							
2019	Full-Time Employees	x	x	x	x	x	x	Legal care plan, commuter benefits, identity theft, genetic testing, flexible spending accounts
	Part-Time Employees	x	x	x	x	x		Same as above
	Temporary Employees							
2018	Full-Time Employees	x	x	x	x	x	x	Legal care plan, commuter benefits, flexible spending accounts
	Part-Time Employees	x	x	x	x	x		Same as above
	Temporary Employees							
2017	Full-Time Employees	x	x	x	x	x	x	Legal care plan, flexible spending accounts
	Part-Time Employees	x	x	x	x	x		Same as above
	Temporary Employees							
2016	Full-Time Employees	x	x	x	x	x	x	Legal care plan, flexible spending accounts
	Part-Time Employees	x	x	x	x	x		Same as above
	Temporary Employees							

<sup>1</sup>We have checked all that apply.

<sup>2</sup>Available to some, but not all, full-time employees depending on employee level.

<sup>3</sup>Part-time employees' benefits are subject to certain minimum thresholds relating to the number of hours worked per week.

EMPLOYEE HIRING AND ATTRITION (CONTINUED)

PARENTAL LEAVE—U.S.

	TOTAL NO. OF EMPLOYEES ENTITLED TO PARENTAL LEAVE		TOTAL NO. OF EMPLOYEES THAT TOOK PARENTAL LEAVE		TOTAL NO. OF EMPLOYEES THAT RETURNED FROM PARENTAL LEAVE		TOTAL NO. OF EMPLOYEES STILL EMPLOYED 12 MONTHS AFTER RETURNING FROM PARENTAL LEAVE		RATE OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE		RATE OF EMPLOYEES THAT REMAINED EMPLOYED 12 MONTHS AFTER RETURNING FROM PARENTAL LEAVE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2021	796	718	38	16	38	16	36	16	100%	100%	95%	100%
2020	637	573	15	15	15	14	15	14	100%	93%	100%	93%
2019	571	505	19	13	19	13	17	13	100%	100%	89%	100%
2018	468	428	23	9	23	9	20	8	100%	100%	87%	89%
2017	366	351	7	7	7	7	6	5	100%	100%	86%	71%

Gender information is not available for 1 U.S. employee from the total eligible employees for parental leave.

DIVERSITY OF THE BOARD OF DIRECTORS

	GENDER		AGE			BY RACE OR ETHNIC GROUP					
	Male	Female	Under 30	30-50	Over 50	White	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Other
2021	7	2	0	0	9	8	0	0	1	0	0
2020	7	2	0	0	9	8	0	0	1	0	0
2019	7	2	0	0	9	9	0	0	0	0	0
2018	7	1	0	0	8	8	0	0	0	0	0
2017	7	1	0	0	8	8	0	0	0	0	0
2016	7	1	0	0	8	8	0	0	0	0	0

EMPLOYEE HIRING AND ATTRITION (CONTINUED)

DIVERSITY OF EXECUTIVE LEADERSHIP<sup>1</sup>

	GENDER		AGE			BY RACE OR ETHNIC GROUP					
	Male	Female	Under 30	30-50	Over 50	White	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Other
2021	75%	25%	0%	28%	72%	82%	5%	5%	5%	0%	2%
2020	81%	19%	0%	26%	74%	88%	2%	2%	7%	0%	0%
2019	81%	19%	0%	33%	67%	87%	6%	6%	2%	0%	0%
2018	78%	22%	0%	49%	51%	86%	8%	2%	3%	<1%	<1%
2017	78%	22%	0%	44%	56%	86%	7%	2%	4%	<1%	<1%
2016	79%	21%	0%	42%	58%	87%	7%	3%	3%	<1%	0%

<sup>1</sup>By percentage of total for each response. Data for U.S. only.

Race/Ethnicity information is not available for 2% of U.S. executive population.

DIVERSITY OF ALL EMPLOYEES<sup>1</sup>

	GENDER		AGE			BY RACE OR ETHNIC GROUP					
	Male	Female	Under 30	30-50	Over 50	White	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Other
2021	53%	47%	16%	48%	36%	63%	16%	7%	9%	0%	1%
2020	53%	47%	15%	47%	38%	67%	15%	7%	9%	0%	2%
2019	52%	48%	14%	48%	38%	67%	16%	7%	8%	<1%	1%
2018	53%	47%	12%	48%	40%	69%	14%	7%	8%	1%	1%
2017	52%	48%	10%	50%	40%	69%	13%	8%	8%	1%	1%
2016	51%	49%	8%	50%	42%	70%	12%	8%	8%	1%	1%

<sup>1</sup>By percentage of total for each response. Data to be provided for U.S. only.

Gender information is not available for 1 U.S. employee.

Race/Ethnicity information is not available for 3% of U.S. population.



	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
	Male	Female	Male						Female						Total
			White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
<i>Executive/Senior Level Officials and Managers</i>	18	5	233	9	0	36	0	3	110	6	0	16	0	1	437
<i>First/Mid-Level Officials and Managers</i>	4	12	56	4	0	30	0	1	58	9	1	23	0	1	199
<i>Professionals</i>	45	47	262	25	1	64	0	8	240	52	1	79	1	7	832
<i>Technicians</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Administrative Support Workers</i>	4	12	5	1	0	1	0	0	37	10	0	2	0	0	72
<b>Total</b>	<b>71</b>	<b>76</b>	<b>556</b>	<b>39</b>	<b>1</b>	<b>131</b>	<b>0</b>	<b>12</b>	<b>445</b>	<b>77</b>	<b>2</b>	<b>120</b>	<b>1</b>	<b>9</b>	<b>1,540</b>

Everest is committed to continuing our hiring practice of fair and equal treatment of all applicants, and our Company personnel programs will continue to be administered without prejudice or partiality. Our complete Equal Employment Opportunity Employer policy can be found in our Index to Compliance Policies and Procedures, which is provided to all employees, suppliers and business partners, and is available on our website.

Everest is also committed to maintaining fair and equitable compensation practices and evaluates our pay equity in regards to gender and ethnicity to ensure that our compensation practices support pay equity.

## APPENDIX B: ENERGY USAGE & GHG EMISSIONS

### GREENHOUSE GAS EMISSIONS—U.S. FACILITIES

		2021
Scope 1—Direct GHG emissions <sup>1</sup>	tCO <sub>2</sub> e	0.0
Scope 2—Purchased Electricity (location based)	tCO <sub>2</sub> e	1,580.5
Scope 2—Purchased Electricity (market based)	tCO <sub>2</sub> e	1,668.3
Scope 3—Other indirect GHG emissions	tCO <sub>2</sub> e	260.7
<b>Total GHG Emissions (Scopes 1, 2—market based, &amp; 3)<sup>2,3</sup></b>	<b>tCO<sub>2</sub>e</b>	<b>1,929.0</b>

<sup>1</sup>No direct GHG emissions within U.S. operations during period this report covers.

<sup>2</sup>Indirect GHG emissions from heat and/or cooling provided by building owners to support our leased facilities are not currently included in this report. Scope 3 emissions measured herein include business travel by air or rail by U.S. Everest employees booked through the Company's corporate travel management system.

<sup>3</sup>An allocation of 1,756.03 tCO<sub>2</sub>e in voluntarily purchased carbon offset credits (Green-e certified "Climate-Ecomix" credits from a combination of landfill gas capture, N<sub>2</sub>O abatement and Wind Power projects) was made to offset a portion of our 2021 GHG emissions. This is not accounted for in the figures provided in this table.

### GREENHOUSE GAS (GHG) EMISSIONS BY ACTIVITY

		2021
Scope 1—Direct emissions <sup>1</sup>		
Stationary combustion	tCO <sub>2</sub> e	0.0
Mobile combustion—fleet vehicles	tCO <sub>2</sub> e	0.0
<b>Total Scope 1</b>	<b>tCO<sub>2</sub>e</b>	<b>0.0</b>
Scope 2—Indirect emissions <sup>2</sup>		
Purchased Electricity (location based)	tCO <sub>2</sub> e	1,580.5
Purchased Electricity (market based)	tCO <sub>2</sub> e	1,668.3
Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
<b>Total Scope 2 (market based)</b>	<b>tCO<sub>2</sub>e</b>	<b>1,668.3</b>
Scope 3—Other indirect emissions		
Business travel—air	tCO <sub>2</sub> e	252.3
Business travel—rail & bus travel	tCO <sub>2</sub> e	8.4
<b>Total Scope 3</b>	<b>tCO<sub>2</sub>e</b>	<b>260.7</b>
<b>Total GHG Emissions (Scopes 1, 2—market based, &amp; 3)<sup>2,3</sup></b>	<b>tCO<sub>2</sub>e</b>	<b>1,929.0</b>

<sup>1</sup>No direct GHG emissions within U.S. operations during period this report covers.

<sup>2</sup>Indirect GHG emissions from heat and/or cooling provided by building owners to support our leased facilities are not currently included in this report. Scope 3 emissions measured herein include business travel by air or rail by U.S. Everest employees booked through the Company's corporate travel management system.

<sup>3</sup>An allocation of 1,756.03 tCO<sub>2</sub>e in voluntarily purchased carbon offset credits (Green-e certified "Climate-Ecomix" credits from a combination of landfill gas capture, N<sub>2</sub>O abatement and Wind Power projects) was made to offset a portion of our 2021 GHG emissions. This is not accounted for in the figures provided in this table.

GREENHOUSE GAS (GHG) EMISSIONS & ENERGY USE BY FACILITY<sup>1,3</sup>

				2021
Atlanta	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	1.9
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	2.0
		Purchased Electricity	kWh	3,994
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Boston	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	38.8
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	41.1
		Purchased Electricity	kWh	162,335
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Carmel	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	excl. <sup>2</sup>
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	excl. <sup>2</sup>
		Purchased Electricity	kWh	excl. <sup>2</sup>
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Chicago	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	9.2
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	9.7
		Purchased Electricity	kWh	17,217
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Chicago—ENIC	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	16.2
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	17.1
		Purchased Electricity	kWh	30,359
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Houston	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	2.3
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	2.6
		Purchased Electricity	kWh	5,334
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Los Angeles	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	7.0
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	7.4
		Purchased Electricity	kWh	30,841
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Miami	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	1.9
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	2.1
		Purchased Electricity	kWh	4,573
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
New York City	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	105.8
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	112.6
		Purchased Electricity	kWh	390,283
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>

<sup>1</sup>No direct GHG emissions within U.S. operations during period this report covers.

<sup>2</sup>Indirect GHG emissions from heat and/or cooling provided by building owners to support our leased facilities are not currently included in this report.

<sup>3</sup>GHG emissions due to energy use at the Carmel and Stamford facilities have been excluded from this report as all energy use at these facilities is paid for by the landlord as part of the base rent.

GREENHOUSE GAS (GHG) EMISSIONS & ENERGY USE BY FACILITY<sup>1,3</sup>

				2021
Orange	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	32.5
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	34.5
		Purchased Electricity	kWh	143,805
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Philadelphia	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	38.0
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	40.1
		Purchased Electricity	kWh	116,499
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
San Francisco	Scope 2	GHG from Purchased Electricity (location based) <sup>4</sup>	tCO <sub>2</sub> e	1.6
		GHG from Purchased Electricity (market based) <sup>4</sup>	tCO <sub>2</sub> e	1.8
		Purchased Electricity	kWh	7,289
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Stamford	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	excl. <sup>2</sup>
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	excl. <sup>2</sup>
		Purchased Electricity	kWh	excl. <sup>2</sup>
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Tampa	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	28.1
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	30.5
		Purchased Electricity	kWh	66,172
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Walnut Creek	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	1.7
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	1.8
		Purchased Electricity	kWh	7,318
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>
Warren	Scope 2	GHG from Purchased Electricity (location based)	tCO <sub>2</sub> e	1,295.5
		GHG from Purchased Electricity (market based)	tCO <sub>2</sub> e	1,365.0
		Purchased Electricity	kWh	3,967,776
		GHG from Purchased Steam, Heat & Cooling <sup>2</sup>	tCO <sub>2</sub> e	excl. <sup>2</sup>

<sup>1</sup>No direct GHG emissions within U.S. operations during period this report covers.

<sup>2</sup>Indirect GHG emissions from heat and/or cooling provided by building owners to support our leased facilities are not currently included in this report.

<sup>3</sup>GHG emissions due to energy use at the Carmel and Stamford facilities have been excluded from this report as all energy use at these facilities is paid for by the landlord as part of the base rent.

<sup>4</sup>Reported values for San Francisco are based on estimated electricity use data for the first 7 months of 2021 and sub-metered data thereafter.

## APPENDIX C: GRI INDEX

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
<i>102: GENERAL DISCLOSURES</i>		
102-1	<b>Name of the organization</b>	Everest Re Group, Ltd.
102-2	<b>Activities, brands, products and services</b>	<i>2021 Corporate Responsibility Report:</i> Products Offered, p. 8 2021 Form 10-K, pp. 3-9 www.everestre.com, "Reinsurance" www.everestre.com, "Insurance"
102-3	<b>Location of the headquarters</b>	<i>2021 Corporate Responsibility Report:</i> Map of Global Operations, p. 8 2021 Annual Report, p. 12
102-4	<b>Location of operations</b>	<i>2021 Corporate Responsibility Report:</i> Map of Global Operations, p. 8 2021 Annual Report, p. 12
102-5	<b>Ownership and legal form</b>	2021 Form 10-K, p. 1
102-6	<b>Markets served</b>	<i>2021 Corporate Responsibility Report:</i> Map of Global Operations, p. 8 2021 Form 10-K, p. 1-8
102-7	<b>Scale of the organization</b>	<i>2021 Corporate Responsibility Report:</i> Map of Global Operations, p. 8 Appendix A: Performance Tables, p. 53-59 2021 Annual Report, p. 1-12 2021 Form 10-K, p. 1-22, F-5, F-6, F-7, F-8
102-8	<b>Information on employees and other workers</b>	<i>2021 Corporate Responsibility Report:</i> Appendix A: Performance Tables, p. 53-59
102-9	<b>Supply chain</b>	2021 Ethics Guidelines and Index to Compliance Policies and Procedures, p. 42 Our supply chain is necessarily limited by the nature of our business. However, on a daily basis we do engage with brokers, third-party administrators and consultants in order to conduct our business, and we regularly interact with manufacturers and distributors to supply our offices with materials and support the maintenance of our operations. Everest does not act as a producer, manufacturer or retailer of physical goods, and is not part of any supply chain in relation to such activities.
102-10	<b>Significant changes to the organization and its supply chain</b>	There have been no significant changes to our share capital structure, operations or supply chain in 2020-21.
102-11	<b>Precautionary Principle or approach</b>	Everest has not currently adopted the UN's Precautionary Principle.
102-12	<b>External initiatives</b>	<i>2021 Corporate Responsibility Report:</i> Investments, p. 17-19
102-13	<b>Membership of associations</b>	<i>2021 Corporate Responsibility Report:</i> Investments, p. 17-19 Memberships, p. 31 NJ LEEP and NAAIA, p. 37
102-14	<b>Statement from a senior decision-maker</b>	<i>2021 Corporate Responsibility Report:</i> Letter from the CEO, p. 1

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
102-16	<b>Values, principles, standards and norms of behavior</b>	<i>2021 Corporate Responsibility Report:</i> Transforming Our Business, p. 2 About Everest RE Group, Ltd, p. 9-12 Investments, p. 17-19 Risk Management, p. 20-21 Ethical Obligations, p. 34-35 Diversity, Equity, & Inclusion, p. 36-39 2021 Ethics Guidelines and Index to Compliance Policies and Procedures Corporate Governance Guidelines Code of Ethics for Chief Executive Officer and Senior Financial Officers
102-18	<b>Governance structure</b>	<i>2021 Corporate Responsibility Report:</i> About Everest Re Group, p. 9-12 2021 Proxy Statement, pp. 34-38 Corporate Governance Guidelines
102-40	<b>List of stakeholder groups</b>	<i>2021 Corporate Responsibility Report:</i> Stakeholder Engagement, p. 50-51
102-41	<b>Collective bargaining agreements</b>	None of our employees are covered by collective bargaining agreements.
102-42	<b>Identifying and selecting stakeholders</b>	<i>2021 Corporate Responsibility Report:</i> Stakeholder Engagement, p. 50-51
102-43	<b>Approach to stakeholder engagement</b>	<i>2021 Corporate Responsibility Report:</i> Shareholder Outreach, p. 11 Stakeholder Engagement, p. 50-51
102-44	<b>Key topics and concerns raised</b>	<i>2021 Corporate Responsibility Report:</i> Our Communities, p. 46-51 Transforming Our Business, p. 2-7 Investors and Shareholders: A topic raised during our 2021 meetings with our institutional shareholders was an increasing desire for continued ESG reporting and disclosures. This communication led to the publication of this second Corporate Responsibility Report with an expanded GRI content index, TCFD Appendix and PSI Appendix, along with supplemental disclosures under SASB. Communities: We continue to receive positive responses to our volunteerism and charitable giving programs. As such, we will continue to advance our charitable outreach in the future.
102-45	<b>Entities included in the consolidated financial statements</b>	The entities included in the Consolidated Financial Statements in Everest's 2021 Form 10-K, and listed on Exhibit 21.1 thereto, are covered by this report.
102-46	<b>Defining report content and topic boundaries</b>	<i>2021 Corporate Responsibility Report:</i> Materiality, p. 52
102-47	<b>List of material topics</b>	<i>2021 Corporate Responsibility Report:</i> Materiality, p. 52
102-48	<b>Restatements of information</b>	N/A
102-49	<b>Changes in reporting</b>	Everest is reporting against the TCFD framework for the first time in this reporting cycle. Everest has also added GRI-404 and GRI-418 to its reporting. Given this is the first time Everest is reporting in accordance with TCFD recommendations, Everest will aim to improve and supplement its TCFD reporting and disclosures in future disclosures.
102-50	<b>Reporting period</b>	January 1, 2021–December 31, 2021
102-51	<b>Date of most recent report</b>	2019
102-52	<b>Reporting cycle</b>	Everest will continue to publish at least biennially, with supplemental disclosures as applicable as was the case in 2021 where Everest published a supplemental disclosure report with 2020 data.

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
102-53	<b>Contact point for questions regarding this report</b>	Sanjoy Mukherjee General Counsel and Chief Compliance Officer  David Sigmon Associate General Counsel
102-54	<b>Claims of reporting in accordance with the GRI Standards</b>	<i>2021 Corporate Responsibility Report:</i> Recent Highlights, p. 2-4  This report has been prepared in accordance with the GRI Standards: Core option.
102-55	<b>GRI Content Index</b>	<i>2021 Corporate Responsibility Report:</i> Appendix C: GRI Index, p. 67-72
102-56	<b>External Assurance</b>	Our GHG inventory project and associated electricity use data, including calculations, was externally assured by an outside independent consultant.  <u>Boundary and Scope of Independent GHG Emission and Energy Consumption Data Verification</u>  <i>Operational Boundary:</i>  Scope 1 (direct GHG emissions): Including: direct combustion of fossil fuels in building equipment and vehicles that are owned or operationally controlled by the company. Noting however that no such sources of direct GHG emissions were reported within the company's U.S. operations for the period this statement covers. Excluding: fugitive emissions of refrigerant gases (for which activity data is not currently collected).  Scope 2 (indirect GHG emissions due to use of purchased energy): Including: direct utility-metered or sub-metered electricity use at owned or leased premises; and pro-rated share of purchased electricity use in leased premises for which company is billed by landlord on a prorated basis. Excluding: indirect emissions from the use of heat and/or cooling that is provided by building owners to support the company's leased premises; and electricity use at the Carmel and Stamford premises at which all energy use is paid for and provided by the landlord as part of the base rent.  Scope 3 (other indirect GHG emissions): Including: business travel by air or rail by Everest employees who ordinarily work from premises in the United States that was booked through the company's corporate travel management system. Excluding: business travel booked independently or using other modes of transport such as commuter rail and bus services, taxis, and short-term vehicle rentals. Also excluding all other indirect GHG emissions.  <i>Organizational Boundary: operational control approach, U.S. based operations of Everest</i>  <i>Activity Period: January 1, 2021 – December 31, 2021</i>  For the purposes of the verification, Greenhouse Gases (GHG) are the updated 'basket of seven' gases required to be reported by parties to the second commitment period of the United Nations Framework Convention on Climate Change (UNFCCC) and the Kyoto Protocol: carbon dioxide (CO <sub>2</sub> ); methane (CH <sub>4</sub> ); nitrous oxide (N <sub>2</sub> O); hydrofluorocarbons (HFCs); perfluorocarbons (PFs); and sulfur hexafluoride (SF <sub>6</sub> ), plus nitrogen trifluoride (NF <sub>3</sub> ). GHG emissions are reported using the universal unit of measurement, CO <sub>2</sub> equivalent (CO <sub>2</sub> e) emissions, indicating the global warming potential (GWP) of emissions of each of the greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide emissions. Emissions calculations used for the verified material utilize the 100-year GWP values for emissions of each GHG from the "2014 (Fifth) Assessment Report of the Intergovernmental Panel on Climate Change (IPCC)," and in the case of aviation emissions include the impact of Radiative Forcing due to emissions of nitrous oxides and water vapor when emitted at high altitude. Specific emissions factors utilized are sourced from the GHG Protocol and WRI "GHG Emissions Calculation Tool."
<i>201: ECONOMIC PERFORMANCE</i>		
103-1	<b>Explanation of the material topic and its boundary</b>	<i>2021 Corporate Responsibility Report:</i> Economic Performance, p. 13  2021 Form 10-K  2022 Proxy Statement, p. 3-4, 48, 50, 62  2021 Annual Report, p. 3-9

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
103-2	<b>The management approach and its components</b>	<i>2021 Corporate Responsibility Report:</i> Economic Performance, p. 13  2021 Form 10-K  2022 Proxy Statement, p. 3-4, 48, 50, 62  2021 Annual Report, p. 3-9
103-3	<b>Evaluation of the management approach</b>	<i>2021 Corporate Responsibility Report:</i> Economic Performance, p. 13  2021 Form 10-K  2022 Proxy Statement, p. 3-4, 48, 50, 62  2021 Annual Report, p. 3-9
201-1	<b>Direct economic value generated and distributed</b>	<i>2021 Corporate Responsibility Report:</i> Economic Performance, p. 13  2021 Form 10-K  2022 Proxy Statement, p. 3-4, 48, 50, 62  2021 Annual Report, p. 3-9
201-2	<b>Financial implications and other risks and opportunities due to climate change</b>	<i>2021 Corporate Responsibility Report:</i> Climate Risk Management, p. 22
<i>205: ANTI-CORRUPTION</i>		
103-1	<b>Explanation of the material topic and its boundary</b>	<i>2021 Corporate Responsibility Report:</i> Ethical Obligations, p. 34-35
103-2	<b>The management approach and its components</b>	<i>2021 Corporate Responsibility Report:</i> Anti-Corruption, p. 34  Ethics Guidelines and Index to Compliance Policies and Procedures  Corporate Governance Guidelines  Code of Ethics for Chief Executive Officer and Senior Financial Officers
103-3	<b>Evaluation of the management approach</b>	<i>2021 Corporate Responsibility Report:</i> Anti-Corruption, p. 34  Ethics Guidelines and Index to Compliance Policies and Procedures  Corporate Governance Guidelines  Code of Ethics for Chief Executive Officer and Senior Financial Officers
205-1	<b>Operations assessed for risks related to corruption</b>	<i>2021 Corporate Responsibility Report:</i> Anti-Corruption, p. 34  Ethics Guidelines and Index to Compliance Policies and Procedures  Corporate Governance Guidelines  Code of Ethics for Chief Executive Officer and Senior Financial Officers
205-2	<b>Communication and training about anti-corruption policies and procedures</b>	<i>2021 Corporate Responsibility Report:</i> Anti-Corruption, p. 34  Ethics Guidelines and Index to Compliance Policies and Procedures  Corporate Governance Guidelines  Code of Ethics for Chief Executive Officer and Senior Financial Officers
<i>302: ENERGY</i>		
103-1	<b>Explanation of the material topic and its boundary</b>	<i>2021 Corporate Responsibility Report:</i> Carbon Footprint Analysis, p. 3  Our Footprint, p. 28-29

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Carbon Footprint Analysis, p. 3 Our Footprint, p. 28-29  2022 Proxy Statement, p. 5, 10-13, 43
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Carbon Footprint Analysis, p. 3 Our Footprint, p. 28-29  2022 Proxy Statement, p. 5, 10-13, 43
302-1	<b>Energy consumption within the organization</b>	2021 Corporate Responsibility Report: Appendix B: Energy Usage & GHG Emissions, p. 63
<b>305: EMISSIONS</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Carbon Footprint Analysis, p. 3
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Carbon Footprint Analysis, p. 3
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Carbon Footprint Analysis, p. 3
305-1	<b>Direct (Scope 1) GHG Emissions</b>	2021 Corporate Responsibility Report: Appendix B: Energy Usage & GHG Emissions, p. 63-65
305-2	<b>Energy indirect (Scope 2) GHG Emissions</b>	2021 Corporate Responsibility Report: Appendix B: Energy Usage & GHG Emissions, p. 63-65
305-3	<b>Other indirect (Scope 3) GHG Emissions</b>	2021 Corporate Responsibility Report: Appendix B: Energy Usage & GHG Emissions, p. 63-65
305-5	<b>Reduction of GHG emissions</b>	2021 Corporate Responsibility Report: Our Footprint, p. 28
<b>307: ENVIRONMENTAL COMPLIANCE</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Materiality, p. 52
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: ESG Governance, p. 12
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: ESG Governance, p. 12
307-1	<b>Non-compliance with environmental laws and regulations</b>	During the reporting period, no instances of non-compliance with environmental laws or regulations resulting in fines or non-monetary sanctions from competent authorities were identified.
<b>401: EMPLOYMENT</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Materiality, p. 52
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Diversity, Equity, and Inclusion, p. 36-39 Talent Development, p. 40-42  Ethics Guidelines and Index to Compliance Policies and Procedures
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Diversity, Equity, and Inclusion, p. 36-39 Talent Development, p. 40-42  Ethics Guidelines and Index to Compliance Policies and Procedures
401-1	<b>New employee hires and employee turnover</b>	2021 Corporate Responsibility Report: Appendix A: Performance Tables, p. 58
401-2	<b>Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	2021 Corporate Responsibility Report: Health and Wellness, p. 43-45 Appendix A: Performance Tables, p. 60

GRI STANDARD	DESCRIPTION	EVEREST RESPONSE & CROSS REFERENCE
401-3	<b>Parental leave</b>	2021 Corporate Responsibility Report: Appendix A: Performance Tables, p. 59
<b>403: OCCUPATIONAL HEALTH AND SAFETY</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Health and Wellness, p. 43-45
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Health and Wellness, p. 43-45
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Health and Wellness, p. 43-45
403-6	<b>Promotion of worker health</b>	2021 Corporate Responsibility Report: Health and Wellness, p. 43-45
<b>404: TRAINING AND EDUCATION</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
404-1	<b>Average hours of training per year per employee</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
404-2	<b>Programs for upgrading employee skills and transition assistance programs</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
404-3	<b>Percentage of employees receiving regular performance and career development reviews</b>	2021 Corporate Responsibility Report: Talent Development, p. 40-42
<b>405: DIVERSITY AND EQUAL OPPORTUNITY</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Diversity, Equity, and Inclusion, p. 36-39 Talent Development p. 40-42
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Diversity, Equity, and Inclusion, p. 36-39 Talent Development p. 40-42  2022 Proxy Statement, p. 39-41  Ethics Guidelines and Index to Compliance Policies and Procedures
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Diversity, Equity, and Inclusion, p. 36-39 Talent Development, p. 40-42  2022 Proxy Statement, p. 39-41  Ethics Guidelines and Index to Compliance Policies and Procedures
405-1	<b>Diversity of governance bodies and employees</b>	2021 Corporate Responsibility Report: Appendix A: Performance Tables, p. 61-62  2022 Proxy Statement, p. 39-41
<b>418: CUSTOMER PRIVACY</b>		
103-1	<b>Explanation of the material topic and its boundary</b>	2021 Corporate Responsibility Report: Cybersecurity and Fraud Prevention, p. 32-33
103-2	<b>The management approach and its components</b>	2021 Corporate Responsibility Report: Cybersecurity and Fraud Prevention, p. 32-33
103-3	<b>Evaluation of the management approach</b>	2021 Corporate Responsibility Report: Cybersecurity and Fraud Prevention, p. 32-33
418-1	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	2021 Corporate Responsibility Report: Cybersecurity and Fraud Prevention, p. 32-33

## APPENDIX D: TCFD INDEX

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE/LOCATION OF DISCLOSURE
<b>GOVERNANCE</b>		
Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities.	<i>2021 Corporate Responsibility Report: About Everest Re Group, p. 9-12</i>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<i>2021 Corporate Responsibility Report: About Everest Re Group, p. 9-12 Risk Management, p. 20-21</i>
<b>STRATEGY</b>		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2-7 Risk Management, p. 20-21 Climate Risk Management, p. 22  2021 SASB Report, p. 10-12</i>
	b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2-7 Risk Management, p. 20-21 Climate Risk Management, p. 22</i>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2-7 Our Planet, p. 22-31 Our Footprint, p. 28-30</i>
<b>RISK MANAGEMENT</b>		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks	<i>2021 Corporate Responsibility Report: Roadmap of Recent and Upcoming ESG Developments, p. 6 About Everest Re, p. 9-12 Risk Management, p. 20-21 Our Planet, p. 22-31 Climate Risk Management, p. 22</i>
	b) Describe the organization's processes for managing climate-related risks.	<i>2021 Corporate Responsibility Report: Roadmap of Recent and Upcoming ESG Developments, p. 6 About Everest Re, p. 9-12 Risk Management, p. 20-21 Our Planet, p. 22-31 Climate Risk Management, p. 22</i>
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<i>2021 Corporate Responsibility Report: Roadmap of Recent and Upcoming ESG Developments, p. 6 About Everest Re, p. 9-12 Risk Management, p. 20-21 Our Planet, p. 22-31 Climate Risk Management, p. 22  2021 SASB Report, p. 13-15</i>
<b>METRICS AND TARGETS</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2 Roadmap of Recent and Upcoming ESG Developments, p. 6 Our Planet, p. 22-31</i>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2 Appendix B: Energy Usage &amp; GHG Emissions, p. 63</i>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<i>2021 Corporate Responsibility Report: Transforming Our Business, p. 2-9 Investments, p. 17-19 Our Planet, p. 22-31 Appendix B: Energy Usage &amp; GHG Emissions, p. 63</i>

## APPENDIX E: PRINCIPLES FOR SUSTAINABLE INSURANCE

### PRINCIPLE 1

*We will embed in our decision-making environmental, social and governance issues relevant to our insurance business.*

<i>2021 Corporate Responsibility Report: Carbon Footprint Analysis ESG Governance Climate Risk Management Underwriting and Catastrophe Modeling Underwriting Environmental Solutions and Practices</i>	p. 3 p. 12 p. 22-23 p. 23-24 p. 24
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### PRINCIPLE 2

*We will work together with our clients and business partners to raise awareness of environmental, social and governance issues, manage risk and develop solutions.*

<i>2021 Corporate Responsibility Report: Shareholder Outreach Underwriting Environmental Solutions and Practices Supporting Renewable Energy Everest Cares  2021 SASB Report</i>	p. 11 p. 24 p. 26-27 p. 47 p. 7
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### PRINCIPLE 3

*We will work together with governments, regulators and other key stakeholders to promote widespread action across society on environmental, social and governance issues.*

<i>2021 Corporate Responsibility Report: Shareholder Outreach Memberships Global Partnerships</i>	p. 11 p. 31 p. 50
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### PRINCIPLE 4

*We will demonstrate accountability and transparency in regularly disclosing publicly our progress in implementing the Principles.*

<i>2021 Corporate Responsibility Report: GRI Index TCFD Index  2021 SASB Report</i>	p. 66-71 p. 72 p. 1-17
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*This report contains information about Everest Re Group, Ltd. and its affiliates and may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act. Everest cautions that forward-looking statements are subject to numerous assumptions, risks and uncertainties, which change over time. Everest assumes no duty to and does not undertake to update forward-looking statements. Actual results could differ materially from those anticipated in forward-looking statements and future results could differ materially from historical performance. Factors that can cause results to differ, as well as additional factors that can affect forward-looking statements, are discussed in Everest's Annual Report on Form 10-K and Quarterly Reports on Form 10-Q, accessible on the SEC's website at <https://www.sec.gov> and on Everest's website at <https://www.everestre.com>. Everest Re Group, Ltd. (NYSE:RE) is a leading global provider of reinsurance and insurance, operating for close to 50 years through subsidiaries in the U.S., Europe, Singapore, Canada, Bermuda and other territories. Everest offers property, casualty and specialty products through its various operating affiliates located in key markets around the world. Additional information about Everest, our people and our products can be found on our website at [www.everestre.com](http://www.everestre.com). All issuing companies may not do business in all jurisdictions.*

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