We underwrite
opportunity.™

2023
Corporate
Responsibility
Report

Everest Group, Ltd.

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Letter from the CEO

As Everest Group, Ltd. now celebrates its 50th anniversary, I am pleased to take this opportunity to share with you our Corporate Responsibility Report for 2023. Since we published our last report in 2022, Everest refreshed, for the first time in nearly five decades, its brand and mission, boldly declaring what it means to underwrite opportunity – from the way we do business to how we create value for our stakeholders. This report offers important information on how our environmental, social, and governance initiatives and progress align with our rejuvenated brand.

At Everest, we seek to amplify the positive impacts of our business and create value for our clients. Within our underwriting business, we have diversified our property-casualty (P&C) reinsurance and insurance franchise and provided insurance protection for renewable energy businesses and projects around the world. On the investment front, we have continued our efforts to identify green energy opportunities that support the transition to a low-carbon economy.

At the same time, we have enhanced our corporate citizenship practices. We expanded our philanthropic efforts to create positive, enduring societal and community impact around the world. From hunger to climate to justice, Everest is confronting society's most pressing challenges with creativity and vigor. However, size and scope do not necessarily dictate the value of our contributions; often, it is the grassroots, everyday efforts – the blood donated, meals packed, communities refreshed, and scholarships raised – that make the most profound impact.

We recognize that our people are our number one asset. Our strength comes from our nearly 3,000 colleagues and the distinctive culture that we have built and maintained, even as we have evolved into a global organization. We are intentional about creating a workplace that helps our employees thrive. From investing in employee development and education to promoting equality of opportunity, equal treatment, and empathetic inclusion, we have been able to attract and retain top talent that makes us a stronger One Everest.

Our path forward is clear: we will nurture our culture and stay mindful of the environmental, social, and governance principles that shape how we think and act. Continuing to deeply embed environmental and social sustainability as well as transparent and rigorous governance principles into all we do helps us create long-term value for all stakeholders, including our high-caliber diverse talent, the clients and partners we work with, and the individual and institutional investors in our business.

This marks the fifth edition of the Corporate Responsibility Report issued by Everest and provides insight into our present standing and future direction. We are proud of all we have achieved and are excited for the next steps in our journey towards a more sustainable future.

Thank you,
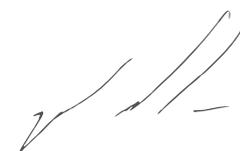
Juan C. Andrade
President and Chief Executive Officer

2023 ESG Highlights

3 New Colleague Resource Groups:
Jewish Culture, Veterans, and Working Parents and Caregivers

Implemented **GHG tracking software** to support internal monitoring efforts

Introduced the **Innovation Business Resource Group**

Over 50 charitable events held across 16+ office locations

Over $500,000 donated to charitable organizations through corporate donations, employee contributions, and our Matching Gifts Program

1,500+ hours volunteered

2 of 3 legally mandated Board Committees are **Chaired by Women**

- ☑ **66% of all new U.S. hires and 57% of all new U.S. hires at the level of Vice President or above were women or members of racial/ethnic minority groups**

- ☑ **33% of the Board are Women and 45% of our global workforce is female**

- ☑ **Everest employees completed 50,827 hours of training, development, and DEI courses, averaging 16.4 hours per employee**

- ☑ **Everest's Colleague Resource Groups hosted over 35 events for colleagues to engage, network, and appreciate the myriad cultures at Everest**

- ☑ **Formed ESG Working Group, led by the General Counsel, to coordinate and collaborate on ESG matters and communications, discuss key trends, and provide recommendations to senior management**

- ☑ **Implemented rotating chairs for Board committees**

Awards and Recognitions

Everest's Insurance Division won the Insurance Business America 2023 5-Star Construction 2023 Award[1]

Everest Group, Ltd., was included in the Rise list of Elite 50 Internships. Everest was top rated in the Best Intern-Led Projects category

Everest's Reinsurance Division won Brazilian Reinsurer of the Year at the 2023 Inside P&C Honors Awards

Everest's Reinsurance Division won Caribbean and Central American Reinsurer of the Year at the 2023 Inside P&C Honors Awards

Eversports & Entertainment Insurance won MGA/MGU of the Year at the 2023 Inside P&C Honors Awards

Everest Group, Ltd., won the Top 50 Talent Acquisition Team award at the 2023 OnConferences Icon Awards

Everest's Wholesale Casualty Team received high commendation for Casualty Underwriting Team of the Year at the 2023 Inside P&C Honors Awards

[1] This award signifies exceptional work quality, specialist expertise, and client service.

Company Portrait

Everest Group, Ltd., (Everest) is a global underwriting leader providing best-in-class property, casualty, and specialty reinsurance and insurance solutions that address customers' most pressing challenges. Known for a 50-year track record of disciplined underwriting, capital, and risk management, Everest, through its global operating affiliates, is committed to underwriting opportunity for customers, shareholders, colleagues, and communities worldwide.
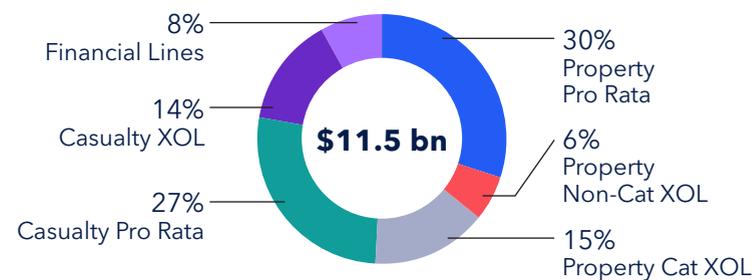
Everest's Businesses

At Everest (NYSE: EG), we underwrite opportunity for all stakeholders with protection and peace of mind at the forefront of our decisions. We are in the business of helping people and are acutely aware that our industry plays a critical role in the needed economic and social recovery from extreme weather events. As a global (re)insurance organization, we protect our customers through insurance and reinsurance from the impact of natural catastrophes, including large-scale weather events. We help our clients and businesses thrive, fuel global economies, and create sustainable value for our colleagues, shareholders, and the communities we serve.

Everest conducts its business through two business units: Insurance and Reinsurance. We are offer best-in-class property, casualty, and specialty reinsurance and insurance solutions.[2] Across both divisions, we support our clients with tailored solutions, expanding into new lines and geographies to bridge gaps and help navigate turbulence.

2023 Reinsurance Gross Written Premium Business Mix

$11.5 bn

- 30% Property Pro Rata
- 6% Property Non-Cat XOL
- 15% Property Cat XOL
- 27% Casualty Pro Rata
- 14% Casualty XOL
- 8% Financial Lines

2023 Insurance Gross Written Premium Business Mix

$5.2 bn

- 11% Accident & Health
- 33% Specialty Casualty
- 24% Prof Liability/ Other Specialty
- 23% Property/Short Tail
- 9% Workers' Comp
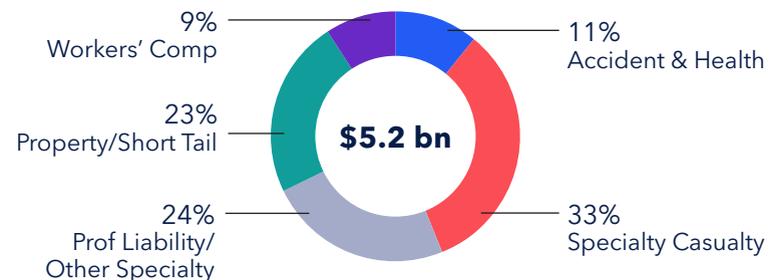
[2] A full list of Everest's products and services is located at https://www.everestglobal.com/us-en/our-offer/products-and-services/insurance.

The Company's principal business, conducted through its operating segments, is the underwriting of reinsurance and insurance in the U.S., Bermuda, and international markets. The Company underwrites reinsurance both through brokers and directly with ceding companies, giving it the flexibility to pursue business based on the ceding company's preferred reinsurance purchasing method. The Company underwrites insurance principally through brokers, surplus lines brokers, and general agent relationships.

In our direct insurance segment, we write insurance for specific commercial customers, mostly large and mid-market companies in one of many product lines, which can generally be broken down into property, casualty, and specialty (marine, aviation, professional liability, and other specialized categories). Because we issue these policies to individual companies, we are familiar at a fairly granular level with the nature of the insured activities and assets.

In reinsurance, there are two basic types: treaty and facultative. In a treaty reinsurance arrangement, a company that has directly insured a sizeable number of its customers' risks "cedes" to a reinsurer, under the terms of a reinsurance contract (called a "treaty") a portion (e.g., 10%, 20%, 25%, etc.) of a type or category (e.g., property, marine, professional liability, etc.) of those insured risks. The reinsurer "assumes" the ceded portion of the risks and, unlike the direct insurer, does not separately evaluate each of the individual risks assumed under the treaty. Instead, the reinsurer evaluates portfolio-level exposure based on information provided by the ceding company. In facultative reinsurance, the ceding company cedes, and the reinsurer assumes, all or part of the risk under a single insurance contract with a specific customer. Facultative reinsurance is negotiated separately for each insurance contract that is reinsured, and the reinsurer therefore has much more detailed information about the specific risk.

As a result of these market practices, we have quite detailed information about the risks in our facultative reinsurance and direct insurance portfolios, and much less specific information about the risks in our treaty reinsurance portfolios.

Our Global Network

We deepened our roots across Latin America, Europe, and Asia by officially opening our doors for the insurance division in Santiago de Chile, Madrid, and Singapore in 2023. Everest has particularly focused on intentional entry in regions that deliver a sustainable benefit to underwriting margin and enable Everest to deliver leading and multinational capabilities.

U.S. Headquarters
Warren, NJ

Corporate
Headquarters
Bermuda

Office Locations

⚖ Corporate Headquarters

Seon Place, 4th Floor   Tel: + (441) 295-0006
141 Front Street   Tel: + (866) 233-0686
P.O. Box HM 845   Fax: + (441) 295-4828
Hamilton HM 19, Bermuda

▲ U.S. Headquarters

100 Everest Way   Tel: +1 (908) 604-3000
Warren Corporate Center   Tel: +1 (800) 269-6660
Warren, NJ 07059   Fax: +1 (908) 604-3322

● Locations

North America	Latin America and Caribbean	Asia Pacific
Atlanta, GA		Singapore
Boston, MA	Santiago	
Chicago, IL	São Paulo	
Houston, TX		
Indianapolis, IN	**Europe**	
Los Angeles, CA	Barcelona	
Miami, FL	Brussels	
New York, NY	Dublin	
Orange, CA	Düsseldorf	
Philadelphia, PA	London	
San Francisco, CA	Madrid	
Stamford, CT	Paris	
Tampa, FL	Rotterdam	
Toronto	Zurich	
Walnut Creek, CA		
Warren, NJ		

Everest Top 10 Operating Priorities

Everest's top 10 operating priorities reflect the business imperatives that are mission-critical to advancing our objectives. These priorities unified and focused our decisions and investments in 2023.

☐ **People**

People are the bedrock of our culture and drive our success.

☐ **Technology**

Our technology investments are designed to help make us more efficient, competitive, and agile for our digital-first future.

☐ **Insurance: Modernizing Our Operating Infrastructure to Optimize Outcomes**

Driving toward a world-class global insurance company, we are optimizing the insurance model for sustained underlying profitability as we grow.

☐ **International Expansion**

Our expanding geographic scope is a core competitive advantage that increases diversification, reduces volatility, and allows for sustained profitability across the portfolio.

☐ **Reinsurance: Capitalize on Hard Market**

We will leverage our premier global position to achieve increasing levels of profitability.

☐ **Data & Analytics**

Data is paramount and provides game-changing insights for our business and our clients.

☐ **Global Claims Management**

We are building a deep domain of capabilities to ensure that claims decisions are timely and accurate to enhance the client experience.

☐ **Distribution**

We are focusing our distribution efforts to be more sales and results oriented.

☐ **Enterprise Risk Management**

Our robust enterprise risk framework, which starts with protecting our own house, matches our culture of rigorous risk management.

☐ **Environmental, Social, and Governance**

We are global citizens. The environmental, social, and governance (ESG) principles embedded in our programs, practices, and policies create positive impact in our interactions with our stakeholders, colleagues, and the communities we serve around the world.

Economic Performance

Everest's diversified Reinsurance and Insurance franchises have a strong track record of underlying profitability, supported by top-tier underwriting talent, deep global capabilities, strong relationships, and a robust A+ rated balance sheet. Our Reinsurance business is a lead market for many clients globally, increasingly viewed as the partner of choice. We are executing on our disciplined long-term specialty Insurance strategy, methodically expanding in attractive markets worldwide. Compared with recent past, Everest has higher margins, lower volatility, and improved earnings potential. With multiple tailwinds at our back across all our earnings streams, we believe we are well positioned to generate leading financial returns across all market cycles.

Our diversified global platform, with its broad mix of products, distribution, and geography, is resilient.

Everest's approach to economic performance is evaluated annually by internal and external auditors. It is also detailed in our Periodic SEC filings (10-Ks and 10-Qs) and our Annual Report and Proxy Statement for shareholder review prior to the Annual General Meeting of Shareholders. Our Board of Directors (the Board) at least annually reviews and approves our long-term financial strategy to ensure we are delivering shareholder value over time. We monitor and evaluate our overall performance based upon financial results, as discussed in depth in our Annual Report and 10-K.

2023 Financial Highlights

Gross Written Premium of
$16.6 Billion

90.9%
Combined Ratio and
87.6%
Attritional Combined Ratio

23.1%
After Tax Operating Return on Equity

Total Shareholder Return

14.7% (2021) · 5.4% (2022) · 26.5% (2023)

Our primary metric for measuring financial performance is Total Shareholder Return (TSR), defined as annual growth in Book Value Per Share (excluding Unrealized Gains and Losses on Available for Sale Fixed Maturity Investments) plus Dividends Per Share.

$13.2 Billion
in Shareholders' Equity

Operating Cash Flow of
$4.6 Billion

Total Investments and Cash of
$37.1 Billion

Operating Income
USD Millions

$1,153 (2021) · $1,065 (2022) · $2,776 (2023)

Our ESG Strategy

Approach to Sustainability

Addressing ESG issues is embedded in Everest's top operating priorities. We have continued to apply best-in-class practices to uphold our commitment to ESG principles and to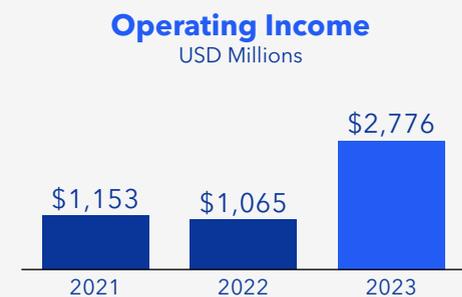 refine our priorities to ensure we respond appropriately to emerging regulatory requirements, sustainability guidance, and stakeholder concerns. From underwriting risk to charitable giving, Everest strives to act as a responsible steward of the values we believe are most important to our key stakeholders.

Relevant ESG Topics

In 2023, Everest undertook a project to benchmark our performance on ESG objectives against those of our most comparable insurance industry peers. Using input from key internal and external stakeholders, our ESG ratings and trends, as well as the expertise of consultants, we identified key ESG topics to inform our management of ESG issues. We identify those issues below.

We view the following topics as priorities in ensuring Everest's ability to generate long-term value. Everest continually evaluates and revisits the relative importance of these topics as we engage with stakeholders and assess emerging risks and opportunities, trends, and regulatory requirements.

Climate Risks and Opportunities	Workforce and Community	Transparency and Accountability
Reducing GHG Emissions	Employee Health and Wellness	Corporate Governace
Supporting Energy Transition	Diversity, Equity, and Inclusion	Business Ethics and Compliance
Environmental Compliance	Employee Training and Education	Cybersecurity and Data Privacy
Risk Management	Local Community Engagement	

	Topic	Explanation
CLIMATE RISKS AND OPPORTUNITES	Environmental Compliance	Our compliance with environmental laws and regulations affects the health of the communities in which we operate and plays a role in promoting a healthy environment.
	Reducing GHG Emissions	Reducing GHG emissions, where possible, is critical to limiting global warming and fulfilling our commitment to reducing our operational emissions.
	Risk Management	Our ability to assess and respond to risks is crucial to our business and maintaining the trust placed in us by our employees, shareholders and other investors, and clients. Robust risk management practices, including the management of physical, litigation, regulatory, and other climate-related risks, ensure that we have appropriate risk appetite and tolerance levels.
	Supporting Energy Transition	We are striving to identify opportunities within our operations and our underwriting and investments portfolios to support the transition of societies to clean energy and to help mitigate climate change.
WORKFORCE AND COMMUNITY	Employee Health and Wellness	The health and safety of our employees is critical to facilitating a productive and safe work environment.
	Diversity, Equity, and Inclusion	Fostering an inclusive work environment and diverse community helps us attract and retain a diverse workplace that values colleagues of all backgrounds and confers on our business the benefits of diverse perspectives in operational and strategic decision-making.
	Employee Training and Education	Our contributions to our employees' development and skill sets improve the Company's performance and growth.
	Local Community Engagement	Intentional efforts to engage with and support the communities where we operate enable us to build relationships and to understand and help address their needs.
TRANSPARENCY AND ACCOUNTABILITY	Corporate Governance	Responsible corporate governance is critical to ensuring that we are transparent and meeting the expectations of our employees, shareholders and other investors, and clients, as well ensuring proper Board oversight over the full gamut of corporate risks, including ESG-related risks.
	Economic Performance	The Company's economic performance impacts all those with a stake in the Company's success, including employees, shareholders and other investors, and clients.
	Business Ethics and Compliance	Incidents of bribery, corruption, and anti-competitive behavior can expose the Company and its employees to fines, penalties, and other sanctions, as well as reputational damage that may have a lasting impact on trust and confidence in the Company.
	Cybersecurity and Data Privacy	Our clients, employees, and other stakeholders expect us to protect their privacy and take reasonable measures to ensure the security of all the data we collect, store, or process.

Our approach to the disclosures in this report differs from our approach to disclosures in other reports, such as our filings with the U.S. Securities and Exchange Commission (SEC). While certain topics discussed in this report may be significant, Everest does not necessarily view them as "material" under applicable laws and regulations in various jurisdictions around the world. This report offers information from a different perspective in order to communicate Everest's ESG activities to a broad range of stakeholders and, in a variety of instances and respects, provides a greater level of detail than what is required in other reports.

About This Report

This report covers Everest Group, Ltd., and its subsidiaries for fiscal year 2023 (January 1 – December 31, 2023) unless otherwise specified. This reporting period is consistent with our financial reporting.

This report may include data from previous years to support year-over-year analysis. As appropriate, preliminary information, including developments from early 2024, may also be referenced in this report, with the understanding that such information could change in subsequent reporting based on more complete data and information.

The methodologies, assumptions, and estimates underlying our climate-related and other ESG-related strategy, analysis, and data are continually evolving and may be influenced by regulatory changes or other developments. Consequently, the information in this report may differ from previous disclosures, and information in future reports may differ from this report's contents. While we may in the future update statements made in this report or future disclosures, we do not assume any obligation to do so.

This report was reviewed by Everest's Board of Directors, Executive Committee, and ESG Working Group, through in-person consultation and other feedback channels. As appropriate, Everest may supplement this report from time to time through publications on its website or in other forums.

Reporting Frameworks

Everest considers ESG reporting standards and frameworks when disclosing on ESG topics. Everest leverages frameworks such as the Global Reporting Initiative (GRI) standards and the TCFD framework to guide its reporting. Appendix D and G map our disclosures to the TCFD framework and GRI standards.

Everest has reported with reference to the GRI Standards for the period January 1 – December 31, 2023.

Key Climate-related Partnerships and Memberships

Principles for Sustainable Insurance

PSI

Everest became a signatory to the United Nations' Principles for Sustainable Insurance in 2022. Launched at the 2012 UN Conference on Sustainable Development, the PSI serves as a global framework for the insurance industry to address ESG risks and opportunities.

Principles for Responsible Investment

PRI

Everest became a signatory to the United Nations' Principles for Responsible Investment in 2019. The principles detail possible actions that signatories can use to incorporate ESG into their investment practices.

Reinsurance Association of America

RAA

Everest is an active member of the RAA. The RAA is a trade association of property and casualty reinsurers conducting business in the United States. The RAA is 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. Everest also supports the RAA's Climate Change Policy.

The American Property Casualty Insurance Association

APCIA

Everest is a member of the APCIA, a national trade association for home, auto, and business insurers. Its members drive key initiatives from regulatory engagement to proactive education. Notably, the APCIA aims to enhance the resilience of communities to adapt to growing climate impacts through risk identification, pre-disaster mitigation, preparedness, response, and recovery.

Climate Change Risks and Opportunities

We believe that environmental consciousness is important throughout our Company. As part of our mandate as a global (re)insurance organization, we consider it our mission to help our clients manage their own environmental risks through products and skilled risk management. We also strive to reduce our own environmental impact where possible.

Climate Risk Management

Thorough risk management is crucial to our success as an insurance and reinsurance organization. A (re)insurance company like Everest is not in the business of avoiding risk, but rather of creating value through the prudent management of risk and assisting our clients in doing the same. We have established a robust risk management process to identify, research, assess, and address various business risks. Our process for evaluating and prioritizing risks, including climate risk, is continually evolving to respond to new information, policies, and best practices. Insurers like Everest have focused on climate risk for decades, long before climate change became a commonplace concern.

The Board-level Risk Management Committee identifies, monitors, and oversees the overall risk management functions of the Company, including emerging risks such as climate change. The Risk Management Committee further oversees Everest's Enterprise Risk Management (ERM) framework, a Company-wide systematic approach to managing and assessing key risks and opportunities, including those related to climate. Overseen by our Chief Risk Officer, the ERM team is staffed and supported by seasoned and accredited actuarial, accounting, and management staff. The ERM team reviews the risk appetite and risk position for our four key risks – assets, property catastrophes, casualties, and mortgage risks – to ensure that Everest remains within Board-approved appetites.

Everest's Executive Risk Management Committee (ERC) reports to and assists the CEO in the oversight and review of Everest's ERM framework and key risks, including Underwriting, Financial, Operational, and Strategic risks. The ERC is comprised of senior leadership, who are responsible for establishing the Company's risk appetite levels and risk management principles and policies. The ERC provides strategic risk management direction to the Company, which is then executed by the business units and by Everest's ERM function.

The ERM team is responsible for implementing the risk management framework and identifying, assessing, monitoring, controlling, and communicating the Company's risk exposures. Everest's ERM function is independent of operating units and reports to the Chief Risk Officer. Everest's senior management risk committees, including the Underwriting Risk Committee, Financial Risk Committee, and Operational Risk Committee, support the ERM function and ERC with the compilation and analysis of risk insights with regard to exposure management and execution management.

Risk Appetite

The ERM team maintains risk registers for all Everest underwriting companies and most branches. These registers cover, among other risks, asset/market, insurance, mortgage, operational, credit, liquidity, strategic, and fungibility risks to ensure that we measure risks consistently for comparison, prioritization, and risk-return deliberation. The ERM team identifies these risks through internal assessments and industry risk assessments and reviews and updates them annually. We rate risks in terms of severity and frequency, and we identify and implement mitigating risk controls.

Climate Risk

As a (re)insurance company, we are at the forefront of identifying and limiting climate risks. We assess and monitor potential impacts from climate-related risks on our business and financial planning over the short, medium, and long term. Everest is particularly cognizant of risks that may impact our underwriting, claims, and investments.

Our risk management strategies seek to minimize the impact of severe weather events on our capital by, among other things, maintaining a diversified business portfolio – with risk spread by product line and by geography – and by employing a tactical approach to managing risk, including utilization of third-party capital to leverage opportunity and sponsorship of catastrophe bonds.

Table 1

Type of Risk	Definition of Risk	Potential Impact of Risk
Physical Risks	Direct and indirect impacts from acute risks or chronic risks. Examples of acute risks: flooding and wildfires arising from changes in the frequency and intensity of weather events. Examples of chronic risks: rising temperatures or sea levels resulting from long-term changes in climate. May manifest in the short, medium, and long term.	Direct risks to individual facilities and insured locations, resulting in insured losses. Investments dependent on physical assets could be harmed by extreme weather events. Disruption of business continuity and/or supply chains.
	Response Everest acknowledges the physical risks posed by severe weather events (and climate change) and incorporates them into its underwriting strategies. In doing so, we work with our insureds to consider the impact of physical risks on their properties and other assets. We have also strategically reduced capacity and exposure in regions more susceptible to increased severity of climate events to curb the expansion of human activity into environmentally sensitive locations. We further consider physical climate risk when we make real estate decisions to ensure infrastructure can withstand impacts of weather events. **Opportunities** We may experience an increase in demand for insurance coverage as weather patterns change and clients need new coverage.	
Litigation	Litigation related to emerging policies, emissions, climate-related disclosures, or shareholder expectations. May manifest in the short, medium, and long term.	Increase in liability due to climate-related litigation.
	Response We seek to limit exposure to climate change-related litigation by closely following changes in climate change laws and regulations. We also monitor activity in areas that may be most exposed to climate-related litigation.	
Regulatory and Policy	New global and regional regulations related to climate, such as higher energy efficiency requirements, emissions limits, and mandatory reporting. May manifest in the short, medium, and long term.	Increase in operating costs from higher compliance costs. Early retirement of assets. Increase in costs from fines related to climate regulations.
	Response Currently, climate-related regulation of Everest centers on disclosing climate-related financial impact, expenditure metrics, and climate-related impacts on financial estimates and assumptions in our financial statements. The potential impacts of regulation on the risks covered by our products and services and on business trends relates to the potential regulation of the activities of our commercial customers. Climate-related regulation could impact the types and the extent of risk coverage that those customers may seek to purchase, which could in turn impact the price of insurance. To date, we have not identified impacts of any such regulation that are quantifiable. A number of Everest's affiliates are or will be required to comply with climate-related disclosure regulations. To prepare for these requirements, Everest's various departments and divisions have been proactively collaborating internally to gather data and monitor changes in reporting requirements. **Opportunities** We may experience greater opportunities to engage with policymakers and participate in industry groups focused on climate-related matters.	
Reputational	Reputational risk from shifts in consumer preferences and stakeholder expectations from perceptions about the management of our climate-related risks and opportunities. May manifest in the short, medium, and long term.	Reduced revenue from decreased demand for services.
	Response Everest monitors communications, publications, and media and the actions of governmental and nongovernmental activist agencies, organizations, and entities to assess reputational risks that may impact our stakeholders' trust and confidence in our Company.	
Technology	Technological developments to transition to a low-carbon economy. May manifest in short, medium, and long term.	Early retirement of assets becoming obsolete due to the introduction of new products with lower emissions. Reduced demand for products and services and declining value of carbon-intensive investments. Increased costs for research and development in alternative technologies.
	Response Everest has evolved its underwriting strategies and expanded coverage support for renewable energy and emerging green technologies. We also consider ESG in our investment strategy to help transition to a low-carbon future. **Opportunities** We may see an increase in opportunities to assist businesses in developing innovative renewable energy technology and green products.	

Underwriting and Catastrophe Modeling[3]

Everest is a broadly diversified insurer and reinsurer, with strategic diversification by segment, distribution channel, geography, and product line. Each of our product lines and geographic exposures presents risks that have their own trends. The diversification across various factors reduces the impact of any one risk factor for the Company and creates industry-leading returns across cycles.

The majority of our overall underwriting portfolio is not exposed to climate-related risks. Climate-related risk exists in our underwriting independent of climate change. Accordingly, we have for decades proactively incorporated climate and weather metrics into our underwriting and actuarial practices. Our underwriting and catastrophe modeling departments are vigilant in monitoring trends, including climate, supply constraints, and inflation (both general economic inflation and social inflation). We have identified areas susceptible to more frequent and severe natural hazards and have accordingly diversified and reduced volatility across our global portfolio using underwriting and hedging strategies including parametric and non-parametric risk products.[4] Our underwriting, actuarial, and catastrophe modeling teams use external raw climate and meteorological data, as well as our internal proprietary claims and loss information data, to refine our pricing tolerances and product development.

We combine results from multiple models and analytical methods to estimate potential catastrophe losses by and across business units. When combined with traditional risk management techniques and sound underwriting judgment, catastrophe models are a helpful tool for underwriters to use in pricing catastrophe-exposed risks.

Climate change is incorporated into our view of risk as well. Our view of risk is informed by data derived from various sources into a consistent, Company-wide view of catastrophes and their associated losses. We consistently use this view of risk across each stage of our risk quantification, assumption, and monitoring. For example, our view of risk draws upon data from cedants, internal claims, and a diverse set of external sources. We utilize catastrophe modeling, traditional actuarial analysis, statistical analysis, and underwriting experience to calibrate multiple vendor models and construct our own in-house models and processes. We refer to our combination of third-party and in-house catastrophe models, informed by a broad range of data and our distinctive skill set, as our Everest Cat Curves.

We consider climate risks that are generally accepted by the scientific community, as seen in reports from entities such as the IPCC, NOAA, and meteorological research organizations, including extreme heat, cold, flood, and drought. We price and accumulate risks using a third-party, vendor-based, climate-conditioned event catalog calibrated to the frequency and severity of loss events in prior years to model expected loss.

Furthermore, we constantly update our view of risk in line with shifts in loss and hazard trends. This process of continuous reevaluation gives us the ability to react more quickly than would be the case using vendor models alone. Everest's Cat Team uses various data sources for model validation research, live event tracking, and everyday pricing. We compare and analyze data from several sources to generate a model that best represents our view of risk. As a global company, we are familiar with data from around the world and do not limit ourselves to sources from within the United States. We prioritize research in areas that are most impactful for current and long-term underwriting at Everest by considering all drivers of financial loss and the span of our exposures.

Everest adjusts its view of risk holistically with reported loss experience, traditional actuarial analysis, statistical analysis, and catastrophe modeling.

[3] While we incorporate climate change into the factors considered in underwriting, Everest views the impact of climate change, particularly when distinguished from the well understood, long-term effects on its underwriting portfolio of climate generally, to be limited and manageable.

[4] A parametric risk product is a type of insurance, reinsurance, or risk transfer arrangement that does not indemnify the full loss for the insured, but instead provides for paying the insured a pre-defined amount when a pre-determined condition is met (typically a parameter, or parametric trigger, is breached).

Other ESG-related Underwriting Activities

Supporting the Transition to a Low-Carbon Economy

Everest helps clients manage their climate-related risks by tailoring insurance solutions and products to support clients in their efforts to transition to a low-carbon economy. For example, Everest offers pollution and remediation liability insurance products for industrial and commercial manufacturers, environmental consultants, engineers, and recycling and waste management site owners and operators.

Additionally, Everest Insurance assesses prospective energy clients against defined energy transition standards. Everest Insurance also offers products to support renewable energy technologies and power companies.

We have limited exposure to fossil fuels in our insurance underwriting portfolio. In 2023, insurance premium from coal accounts represented less than 0.03% of Everest's overall 2023 gross written premium. Further, insurance premium from oil and gas accounts represented less than 1.05% of our overall 2023 gross written premium.

Environmental Coverage

Everest submits prospective clients to a thorough application and screening process before providing them with environmental insurance coverage. Potential clients are evaluated based on their disposal practices, types of contaminants on site, and internal protocols, among other criteria.

Loss Control

Our loss control teams work with our clients and policyholders in a variety of industries to implement loss prevention practices, promote worker safety, and integrate the latest environmentally sustainable materials and practices into their operations. 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.

Renewable and Clean Energy

As an insurer, Everest supports new processes and technologies that can help accelerate the transition to a low-carbon economy. 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 incentivize changes in behavior to improve the environment and mitigate human contributions to climate change. Everest has provided significant support to the renewable energy industry in the United States and abroad through our insurance coverage portfolio and has seen increasing demand in this area. Our International Insurance Division, for instance, increased our renewable energy offerings by welcoming a Renewable Energy Leader within our London-based Energy and Construction team. We now offer a wide suite of products, including Property, Construction, Marine, Liability, Surety, Credit, and Political Risk coverages for renewable energy installations, including:

- Onshore and Offshore Wind Farms
- Solar Farms
- Green Hydrogen Facilities
- Battery Storage
- Hydroelectric Plants
- Energy Conversion Risks

A sample of our projects and initiatives across our underwriting portfolio in this area include:

	Project/Initiative Description
Associated Electric & Gas Services (AEGIS)	Since 2016, Everest has collaborated with AEGIS, a California-based mutual insurance company, to provide primary casualty coverage in the utility and related energy industry, including solar energy, commercial utility scale solar farms, onshore wind energy, and battery storage.
Credit/Political Risk Insurance	Everest provides insurance to banks making loans for renewable energy projects in the construction and operation phase, including wind and solar.
	Everest enables financers to provide additional credit for renewable energy development. We have provided credit risk insurance for solar and wind energy projects in Brazil, Chile, Colombia, Egypt, Mexico, Panama, Peru, Senegal, South Africa, and Taiwan. For example, in Taiwan, Everest supported the conversion of a 2 GW portfolio of diesel generators to natural gas and the installation of solar power generation. In Peru, Everest supported a development finance institution's construction of a 300 MW wind farm.
Surety Bonds	Everest provides surety bonds that support the construction of solar and wind energy facilities as well as oil field remediation.
Bermuda Insurance Capacity	Everest provides Excess Side-A Difference in Conditions (DIC) coverage for companies that develop and manufacture energy-efficient modes of transportation, including the development and manufacturing of electric vehicle chargers and electric bicycles.
	Everest supports the development of innovative technologies by providing loan guarantees that will help transition to a more sustainable economy. These guarantees cover projects such as developing biodegradable plastics that help reduce reliance on petrochemicals, supporting sustainable tailings management to reduce mineral waste and introduce a new source of recycled water, and advancing organic and biorational soil technology to improve soil health and increase carbon sequestration.
Tax Liability	Everest provides tax liability insurance coverage that can protect against the loss of investment or production tax credits for renewable energy projects, potentially enabling a project to receive sufficient investment to achieve start-up. We expect further opportunities in this area as governments encourage the growth of the renewable energy sector.

Incentivizing Sustainable Behavior

Everest incentivizes its clients to engage in environmentally friendly behaviors and make environmentally conscious decisions. For example, Everest provides 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 climate-related losses.

Considering Client Risk Profiles in the Underwriting Function

As part of our underwriting process, we also:

- Conduct due diligence on our outsourcing partners on anti-bribery, corruption, and money laundering.
- Consider the ESG policies of insureds as part of our screening process for providing D&O coverage.
- Consider insureds' culture and worker satisfaction before providing coverage.

Board Oversight

Our Board actively oversees our management of risks, including climate-related risks, and how we incorporate considerations related to severe weather (including how climate change affects the frequency and severity of extreme weather events) and other sources of risk into our business and operations. Our Board-level Risk Committee reviews the status and plans of the ERM department on a quarterly basis.

IFC Managed Co-Lending Portfolio Program (MCPP) Everest, alongside 12 other insurance companies, partnered with the International Finance Corporation of the World Bank (IFC) to sign a $3.5 billion credit insurance policy, representing IFC's largest mobilization of risk capacity in a single agreement. The agreement supports economic activity and fosters development in emerging markets, enabling IFC to extend over $7 billion in medium- and long-term lending to commercial banks and non-bank financial institutions over the next six years. The agreement will support economic growth, job creation, and poverty reduction and increase lending to women-owned businesses.

IFC's Managed Co-Lending Portfolio Program (MCPP) "is a great example of IFC's proven ability to mobilize private capital by harnessing the strong balance sheets of global insurance companies to address critical development challenges in emerging markets. Everest Insurance® is proud to partner with IFC to reduce poverty and promote sustainable development around the world."

Mike Karmilowicz
Executive Vice President, Chairman of Everest Global Insurance

Responsible Investing

Everest's commitment to ESG includes considering ESG principles in our core business and investment decisions. First and foremost, we have designed our investment strategy to ensure funds are available to meet our insurance and reinsurance obligations and maximize investment income. Accordingly, Everest applies a holistic approach to its investment strategy to identify and evaluate risk at all levels and maintain a responsible, diversified, and high-quality investment portfolio.

Investment Oversight

Our Board-level Investment Policy Committee oversees asset allocation and manager selection and determines the overall risk profile of the Company's portfolio. Everest's Chief Investment Officer oversees the Company's investment strategies and, when appropriate, leads the team in integrating ESG risks and opportunities into its investment portfolio.

Investment Strategy

Everest employs a principles-based investment strategy designed to diversify our global portfolio. We maximize investment income by identifying emerging opportunities across various sectors that contribute long-term value to society. Our strategy does not seek to withdraw from specific activities at the outset but rather takes a proactive and measured approach to include, where possible, investments in eco-friendly and value-generating opportunities across our various asset classes. This includes renewable energy, government-sponsored green bonds, and public works projects. We also look at investments in affordable housing and micro loan programs.
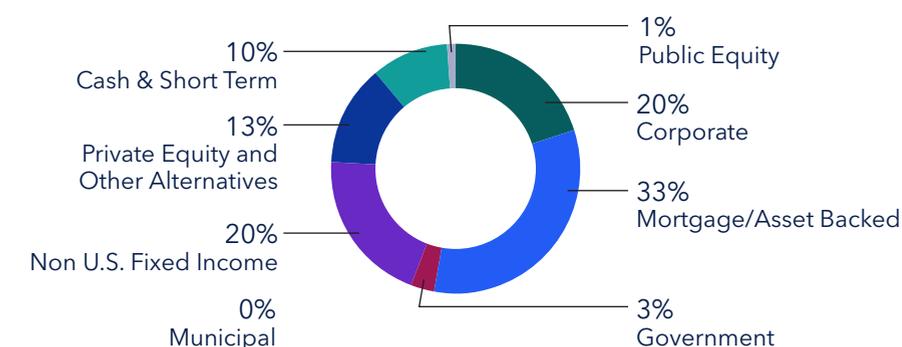
Everest utilizes the services of third-party investment managers in implementing a portion of our investment strategies. Several ESG factors are considered in the selection and oversight of these managers in addition to conventional measures around risk and return generation. These factors include, but are not limited to:

- Preference for managers to be signatories to the UN-PRI. As of year-end 2023, over 91% of our total assets were managed by other PRI signatories, including 96% of our fixed-income portfolio, which is our largest asset class allocation.

- Review of any formal ESG-related policies and standards the investment managers have in place.

Everest continues to make progress toward incorporating ESG considerations and data into our own investment process. As part of this initiative, Everest in late 2022 engaged MSCI to initiate a still-ongoing evaluation of the positioning of Everest's investment portfolio. Furthermore, Everest continues to evaluate and incorporate new tools, data, and methodologies for responsible investing within the insurance and investments industry.

Invested Asset Portfolio Composition
As of December 31, 2023

- 10% Cash & Short Term
- 13% Private Equity and Other Alternatives
- 20% Non U.S. Fixed Income
- 0% Municipal
- 1% Public Equity
- 20% Corporate
- 33% Mortgage/Asset Backed
- 3% Government

Everest's Investment Portfolio is Guided by Five Key Principles

Portfolio diversification

High degree of liquidity

Strong credit quality

Asset and liability duration management

Optimize risk-adjusted return and capital efficiency

Everest conducts periodic carbon footprint analyses of our investment portfolio. The carbon footprint calculation enables us to understand the emissions associated with our investments, also known as "financed emissions." The report analyzes these factors based on emissions associated with each issuing company along with other factors such as Everest's economic stake in each issuer. Calculations of Everest's carbon footprint will enable us to:

- Gain visibility into the carbon footprint of our total portfolio.

- Quantify a baseline emissions scenario.

- In the future, provide relevant reporting to stakeholders on our financed emissions and climate risks associated with our investments.

Principles for Responsible Investment

The United Nations Principles for Responsible Investment (PRI) inform Everest's responsible investing approach. We became a signatory to the PRI in 2019 and have since been committed to implementing its six principles of responsible investing. The PRI Principles are as follows:

1. We will incorporate ESG considerations into investment analysis and decision-making processes

2. We will be active owners and incorporate ESG considerations into our ownership policies and practices

3. We will seek appropriate ESG-related disclosures by the entities in which we invest

4. We will promote acceptance and implementation of the Principles within the investment industry

5. We will work together to enhance our effectiveness in implementing the Principles

6. We will report on our activities and progress towards implementing the Principles

An index outlining our progress in implementing the six Principles can be found in Appendix F.

Investments

Our portfolio includes investments across a range of opportunities that create positive impact and support the transition to a low-carbon economy. Notable investments include:

	Investment Description
Affordable Housing	Everest helps lenders and private developers expedite residential development to improve access to affordable housing.
Electric Vehicle Batteries	Everest has participated in a private transaction to fund construction of an electric vehicle battery factory located in the United States.
Green Bonds	Everest has invested in green bonds. Green bonds are debt instruments the issuers of which have stated for the use of proceeds an environmental, climate, or social purpose.
Low-Carbon Transition Funds	Everest has investments in three exchange traded funds that invest in various industries including on- and offshore wind energy, solar energy, electric vehicles, hydrogen fuel cells, and hydroelectricity.
Social Investments	Everest invests in funds that provide micro-lending services in various emerging market countries. These services help improve financial self-sufficiency and economic development in the served geographies.
Solar Energy	Everest finances the development of residential solar energy, increasing the accessibility of solar energy for homeowners.

Operational Impact

While Everest's operational footprint is modest, we aim to better understand and manage it to reduce our environmental impact wherever possible. We strive to make sustainable decisions in our properties and monitor and control the emissions associated with our building operations, business travel, and purchased goods and services.

Emissions

For 2023, Everest collected Scope 1 and 2 emissions from its U.S. and international offices and certain categories of Scope 3 emissions for its U.S. offices. We aim to enhance our GHG reporting by identifying additional Scope 3 categories for which we can reasonably collect and analyze data. As a result of this effort, we expanded our collection of Scope 3 business travel data to include travel data for internationally based employees. For the first time, we also began collecting waste data from our U.S. headquarters. Among our goals is to achieve net zero emissions workplace across all our offices by 2050. We are in the process of assessing and defining operational greenhouse gas reduction goals.

Annually, we review and update our emission factors[5] to ensure we use the latest and most accurate data and guidance released by the U.S. Environmental Protection Agency, World Resources Institute, and others. These measures have strengthened our emissions accounting process, allowing us to better understand our emissions and work towards setting reduction targets.

Table 2 details Everest's Scopes 1, 2, and 3 emissions from 2023. Further information regarding our emissions can be found in Appendix A.

Table 2: GHG Emissions – Global Facilities[1]			2023	Year 2022
Scope 1 Direct GHG emissions[2]		tCO_2e	0.0	0.0
Scope 2 Purchased Heat and Electricity (market based)*		tCO_2e	2,185.6	2,166.7
Scope 3 Other indirect emissions (market based)[3]*		tCO_2e	84,066.6	43,668.1
Total GHG Emissions		**tCO_2e**	**86,252.2**	**45,834.8**

[1] The Scope and Boundary of GHG emissions reported for 2023 have been expanded as compared to those reported for 2022. Some previously reported GHG emissions have also been broken out across a more granular set of categories. For more information, please see Appendix A.

[2] No direct GHG emissions within U.S. or overseas operations during the period this report covers.

[3] Market practices in the reinsurance industry are at present inconsistent with reliable calculation of Scope 3 emissions in our underwriting portfolio. See "Company Portrait. Everest's Businesses" above.

* Indicates fields for which prior year (2022) data has been recalculated to enable a meaningful comparison with data reported for the current year.

Additionally, Everest is aligned with MSCI's Implied Temperature Rise metric, which shows the temperature alignment of companies, portfolios, and funds with global climate goals. MSCI analyzes Everest's data to determine how much global temperatures would increase if the whole economy had the same carbon footprint. As of December 2023, Everest has an Implied Temperature Rise of 1.3°C, which is in line with the Paris Agreement's goal to keep warming to well below 2°C above preindustrial levels.

[5] According to the GHG Protocol, emissions factors relate the amounts of GHGs emitted by a business to a set amount of activity performed by that business.

Everest's Business Resource Group, EverGreen, helps communicate sustainability-related information to employees, identifies areas where we can improve our sustainability efforts, and sponsors events to raise the visibility of environmentally friendly practices and actions.

Waste

Everest began collecting waste data for its U.S. headquarters in 2023. This information is used to assess GHG emissions from the waste generated in our offices and will further allow us to identify initiatives to reduce consumption.

Table 3: Waste	Tons	Year
Total Waste Generated	50.9	2023

Operations[6]

Everest focuses on making tangible reductions in GHG emissions within our operations and real estate portfolio. For example, we strive to ensure that we conduct our operations from locations that have positive environmental features, such as green roofs, electric vehicle charging stations, and energy conserving features, to help us address the environmental impact of our operations. Ten of our office spaces are LEED Platinum, Gold, or Silver certified, including our U.S. Headquarters in Warren, New Jersey.

LEED Status	Location	Sustainable Features
Silver	Warren, NJ	-Green roof -Charging stations for electric vehicles -Natural light-maximizing workspaces
Gold	Boston, MA	-Building is 100% electric
Gold	Chicago, IL	
Gold	Houston, TX	
Platinum	Los Angeles, CA	-Natural light-maximizing workspaces
Gold	New York City, NY	
Platinum	San Francisco, CA	-Charging stations for electric vehicles
Gold	Tampa, FL	
Gold	Walnut Creek, CA	
Gold	Toronto, Canada	

Other actions Everest has undertaken across our operations include:

- Partnering with Garden State Waste Management, which operates under LEED requirements and all environmental laws, to transfer waste and recycling material.
- Enforcing a green cleaning policy to reduce levels of chemical, biological, and particulate contaminants.
- Sustainability-focused disposal of e-waste and batteries.
- Conducting 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.
- Accommodating flexible work-from-home schedules to help reduce traffic congestion.
- Utilizing a paperless claims processing system and digitalizing communications to reduce paper use.
- Increasing cloud storage to reduce emissions and waste from using data rooms.

Environmental Compliance

Everest is compliant with environmental laws and regulations. During the reporting period, not a single instance of non-compliance with environmental laws or regulations resulting in fines or non-monetary sanctions from competent authorities occurred.

Supply Chain

Everest's supply chain is necessarily limited by the nature of its business. As a financial services company, we do not act as a producer, manufacturer, or retailer of physical goods, and we are not part of any supply chain in relation to such activities. We interact with manufacturers and distributors to supply our offices with materials and support the maintenance of our operations, and we encourage them to comply with all applicable environmental laws and regulations. We further engage with brokers, third-party administrators, and consultants to conduct business.

Everest recently acquired a tool to help assess our suppliers on certain criteria, including ESG. We started using the tool to benchmark vendors against ESG factors and will further incorporate it into our procurement process to screen for suppliers with low ESG ratings.

Board Oversight

Our Board oversees our ESG activities generally, and matters related to environmental issues in particular, through its Nominating and Corporate Governance Committee. See "Governance. ESG Governance."

[6] As of December 31, 2023, there have been no weather-related damages to Everest's property or operations.

Workforce and Community

Supporting our employees throughout their careers is paramount to our success as a company. This is why we align our human capital management practices with the values most important to employees. By emphasizing well-being, continuous development, and equality of opportunity, equal treatment, and inclusion, we ensure our employees can learn and grow at Everest.

Introduction of Colleague Behaviors

In 2023, our Human Resources team introduced a newly defined set of Colleague Behaviors that reflect how colleagues operate as One Everest regardless of location, level, or function. These behaviors were embedded within our colleague programs and practices globally with a systematic approach to integrating them within everything that we do: from talent acquisition and onboarding programs to performance, recognition initiatives, and general employment policies. This year, over 100 leaders across the organization held a series of global Culture Workshops to discuss planned Group-wide program enhancements, socialize our behaviors and values within various business areas and locations, and determine meaningful ways to bring them to life for everyone, taking into account their specific roles at Everest. Our behaviors and values are set forth in the graphics below:

Our Behaviors

Respect Everyone.

Pursue Better.

Lead by Example.

Own Our Outcomes.

Win Together.

Our Values

Talent
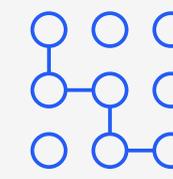
Thoughtful Assumption of Risk
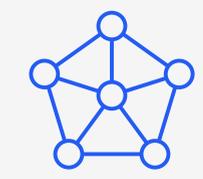
Execution

Efficiency

Humility

Leadership

Collaboration

Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) are of utmost importance to Everest. We are a better and stronger company because of the diverse backgrounds, experiences, and perspectives that our colleagues bring to the workplace. As we expand our teams around the world, it is critical that we continue prioritizing DEI and embedding it in every aspect of our business. At Everest, our global commitment to DEI is an ongoing journey, and our DEI offerings will continue to expand and evolve as we do.

People are Everest's greatest asset, and the quality of our teams has been enhanced through the wide range of backgrounds, perspectives, and interests our colleagues bring to our community. At Everest, DEI expresses our commitment to non-discriminatory access to opportunity, equity in our dealings, and cultural inclusivity, and it represents a cultural and business imperative that we promote not only within our workplace but also throughout the global communities in which we operate. Our Board is committed to advancing diversity within its structure as well as emphasizing its importance in our senior executive leadership. We believe that diversity in gender, ethnicity, age, geography, skill sets, experiences, and perspectives enhances our governance, strategy, corporate responsibility, human rights, and risk management.

Everest has a global strategic DEI framework that aligns with our corporate global DEI efforts and initiatives. We have established four pillars that provide the foundation for our strategic DEI framework, detailed below.

DEI Strategic Pillars

1.
Alignment & Accountability

Our integrated global DEI efforts align with our corporate strategy, cultural values, and colleague behaviors to hold us accountable for progress

2.
Colleague-Centered

Our colleagues are the center of the global programs, processes, and partnerships we create, and we value and respect their diverse experiences and perspectives

3.
Culture and Engagement

Our workplace culture of deep colleague engagement is driven by our efforts to advance inclusion, allyship, and belonging

4.
Opportunity and Growth

Our global efforts and our methods of underwriting opportunity for all stakeholders are oriented toward growth, and we have the agility to pivot as necessary to support our strategic priorities

DIVERSITY
EQUITY
INCLUSION

These pillars guide our global DEI strategy and ensure that our programming and initiatives are fulfilling objectives that we view as being crucial to executing our DEI strategy. We have also focused on gathering data to measure our performance in the DEI space using metrics such as focus groups, federal reporting metrics, and CRG feedback.

Global DEI Council

Formed in 2020, the DEI Council is an essential contributor to Everest's progress in DEI. The Global DEI Council Council oversees Company-wide DEI initiatives and is involved in supporting our global focus areas related to employee development and career progression, talent acquisition, and engagement. The Council further partners with our Human Resources team and Vice President for Global DEI on our overall corporate strategic pillars and global priorities related to DEI at Everest.

To further affirm our commitment to DEI, Everest established an expanded global organizational structure for the DEI Council, which includes leadership positions across our North America and our International operations as well as individuals at the country-office level to support day-to-day initiatives. As part of the newly formed leadership structure, we now have teams providing critical functional support to areas such as operations, Colleague Resource Groups, and Business Resource Groups. This new leadership structure has enabled us to expand our DEI initiatives and introduce additional capabilities and infrastructure to support our growing global company.

New Global DEI Council Structure
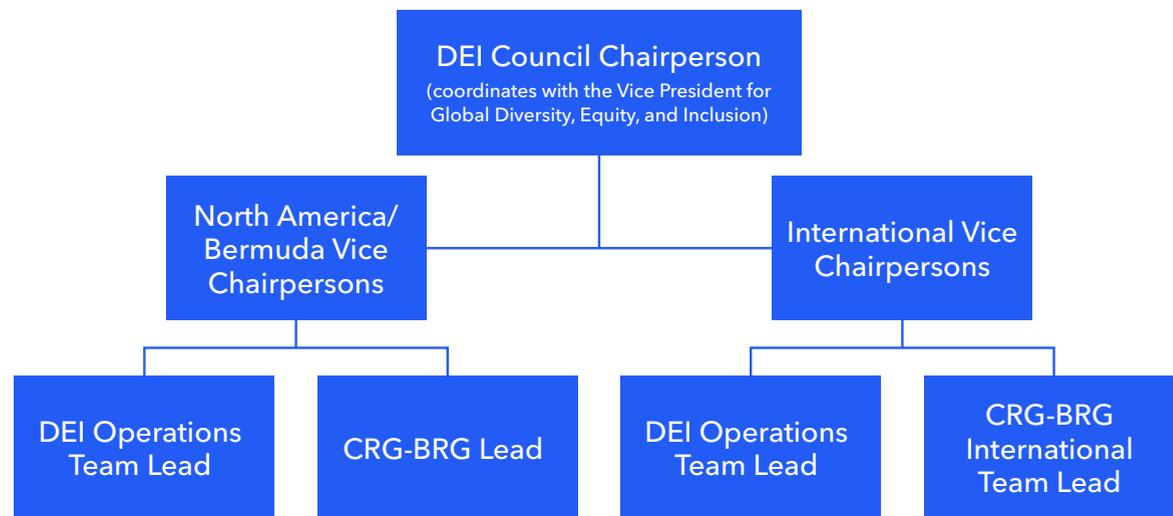
"It has truly been an amazing year. As we celebrate 50 years of underwriting opportunity at Everest, we witnessed our commitment to foster an inclusive culture, designing and implementing strategic DEI initiatives at scale."

Jhan D. Doughty, Ed.D.
VP, Head of Global Diversity, Equity, and Inclusion

"The insurance industry is a great place to work, and I want to make sure that people of all backgrounds can experience all that it has to offer. In order for us to continue to be a great company, we need to have a diverse workforce that can bring all opinions to the table to help us underwrite opportunity for an ever-changing world."

Shawn Austin
SVP, Product Line Head, Accident and Health
Global DEI Council Chair

Regional Representatives

Everest's Regional Representatives program includes over 30 volunteers across the organization, located globally, who are local DEI champions. Our regional representatives promote participation in local initiatives and provide the Council with insight into the issues unique to our various offices. The representatives also connect routinely for collaboration, knowledge exchange, and resource sharing.

Employee Groups

Colleague Resource Groups (CRGs) and Business Resource Groups (BRGs) host events designed to enhance our culture and build an inclusive community where colleagues come together for learning, development, and community service opportunities. Each group is designed to foster an inclusive workplace and provide space for employees who share common backgrounds, interests, or experiences and to build a sense of community.

Colleague Resource Groups

Everest officially renamed its "Employee Resource Groups" to "Colleague Resource Groups" to better reflect the sense of community and camaraderie that these groups foster. CRGs tend to focus on cultural and underrepresented groups and host events that highlight and raise awareness of diversity and celebrate cultural observances. Everest has nine CRGs that are open to all members of the Everest community. We are proud that over 1,500 of our colleagues are members of at least one CRG.

Investing in people across the business

Everest invests in all its colleagues by offering cultural inclusivity initiatives, employee development, and education on inclusion and belonging.

1. Black CRG

The Black Colleague Resource Group (BERG) aims to foster a diverse, equitable, and inclusive work environment where Black employees are valued, accepted, and supported. Through advocacy, recruitment, mentoring, cultural awareness, and career development, the group promotes the growth, advancement, and retention of Black employees across all levels within the organization.

In 2023 BERG hosted its second annual Juneteenth Celebration. The event featured African Drummers, a line dance lesson, lunch, and a presentation on the cultural history of the foods being served.

2. Jewish Culture CRG

Established in 2023, the mission of the Jewish Culture CRG is to provide a platform where Jewish heritage and cultural experiences can be discussed, recognized, and shared within the Everest community. The group aims to provide a space for communication and education among all Everest employees on topics related to Jewish identity.

The Jewish Culture's inaugural event, "Schmear and Schmooze," featured schmear (bagels, cream cheese, and lox) and a schmooze (friendly conversation) to learn about Jewish culture and traditions.

3. Latin CRG

The Latin CRG's mission is to increase cultural awareness and foster an environment that facilitates diversity and inclusion in attracting, recruiting, and retaining Latino/a and Hispanic employees. The group creates opportunities for mentorship, networking, and growth for all colleagues with the objective to build community and allyship throughout the different offices and senior leaders.

The Latin CRG hosted virtual Spanish language classes that immersed participants in Latino/a culture, heritage, and language. The classes were open to everyone, regardless of prior speaking experience, and provided a fun and interactive opportunity to learn practical Spanish phrases for everyday conversation.

4. Pan-Asian CRG

The Pan-Asian CRG drives a diverse and inclusive work environment through talent development, education, mentorship, and support. It aims to provide seamless integration for newly migrated Pan-Asian members and promotes awareness on issues affecting Pan-Asian communities.

The Pan-Asian CRG hosted a panel discussion with senior leaders of Everest. The panel focused on career development and advancement for Pan-Asian professionals. Panelists shared their insights, career journeys, experience, and advice on professional development and how to navigate the career ladder in the modern workplace.

5. Pride CRG

The Pride CRG was launched to encourage representation, collaboration, and awareness throughout Everest. The Pride CRG seeks to positively influence Everest's culture and advocate for equality and inclusiveness.

To celebrate National Coming Out Day, the Pride CRG organized an empowering storytelling session where panelists shared their personal stories.

6. Rising Professionals Group

Formed in 2023, the Rising Professionals Group (RPG) provides opportunities to Everest employees seeking to advance networking, educational, professional, and personal development goals. The RPG facilitates information sharing and relationship building within Everest's global network. RPG events and activities aim to foster stronger intercompany relationships and increase members' understanding of the global (re)insurance industry.

The RPG hosted a "Polish Your Profile" event for employees in the Warren office. Participants had professional headshots taken and received tips and tricks to improve their LinkedIn profiles.

7. Veterans ERG of Everest

In 2023, Everest introduced the Veterans ERG of Everest (VERGE), a proud community of veterans and supporters who encourage each other through shared experiences, recruitment, career development, outward engagement, professional growth, and retention. The group hosts events that help foster an inclusive and equitable environment for veterans, supporters, military colleagues, and their families globally.

VERGE hosted a "Veterans Day 5K Walk, Run or Ruck" as part of a larger Disabled American Veterans 5K in Cincinnati, Ohio.

8. Women's Networking Group

The Women's Networking Group (WNG) is an inclusive, Company-wide resource providing opportunities to all levels on networking, leadership, and professional and personal development. The group serves as a resource to bring attention to women's issues in the workplace and promote camaraderie among everyone at Everest.

To celebrate International Women's Day, the WNG hosted a panel discussion featuring four senior-level executives. Panelists discussed equity and allyship for women in business, their own unique career experiences, and what International Women's Day means to them.

9. Working Parents and Caregivers CRG

The Working Parents and Caregivers CRG is a Company resource that advises senior leadership on matters regarding working parents and caregivers. The group aims to address the needs of working parents and caregivers to help shape company policies and practices.

The Working Parents and Caregivers CRG hosted Everest's inaugural "Take Your Child to Work Day" in four Everest offices. Everest parents brought their children into the office for a day filled with learning and fun activities.

Over
2,000 employees
across the globe participated in DEI-related events and programs in 2023

Business Resource Groups

Alongside the Colleague Resource Groups, Everest has three Business Resource Groups (BRGs) that support its organizational values.

1. Everest Charitable Outreach

Everest Charitable Outreach (ECO) was formed in 2017 to bring to all Everest employees volunteer opportunities, events, and avenues of philanthropy, particularly in education, health, and social issues. Since its inception, the committee has worked on organizing events within the communities where Everest offices are located. More information on ECO events is located in the Community Engagement section of this report.

2. EverGreen

EverGreen was formed in 2022 to support Everest's ongoing commitment to environmental sustainability. For example, EverGreen coordinates webinars on environmental topics, collaborates with ECO to host environmental volunteering opportunities, and runs recycling initiatives.

Everest employees volunteered with One Tree Planted to plant, weed, and mulch orchard fruit trees at a community three-acre urban farm in Newark, NJ. The Hawthorn Avenue Farm now has over 130 pesticide-free fruit trees that provide fresh fruits to community garden members.

3. Innovation BRG

Formed in 2023, the Innovation BRG was formed to foster a steady flow of innovative thinking across the Company and formalize our approach to harnessing fresh ideas. It is comprised of a team dedicated to creating open forums for bringing grassroots ideas and business solutions to life.

Initiatives

Dive In

Everest sponsored and expanded its participation in the 2023 Global Dive In Festival, the world's leading insurance industry event focused on advancing DEI. The 2023 festival theme was "Unlocking Innovation: The Power of Inclusion," which explored how collective action shapes inclusive cultures and innovative solutions to global challenges.

The Dive In Festival featured over 100 virtual and hybrid events across 37 countries covering a wide range of DEI topics. Some Everest employees sat on the Global and Steering Committees in four countries to help develop and organize events, while others participated as speakers on global panels. Everest additionally sponsored nine global sessions discussing inclusivity, mental health, race, and allyship.

Women in Insurance Summit

A group of underwriter assistants attended the Women in Insurance Summit in Atlanta, Georgia, and New York City, New York. The summit was a lively event featuring a diverse set of speakers from across the industry to discuss building gender equity in insurance. Everest held an interactive session on how to effectively negotiate during compensation discussions.

Partnerships

National African American Insurance Association (NAAIA)

The NAAIA is dedicated to empowering African American insurance professionals and celebrating their accomplishments. Since 2021, Everest has been a corporate sponsor of national events each year, including career fairs, networking engagements, and an Annual Talent Development competition, in which Everest placed first in 2023. One of Everest's employees also sits on the Executive Board of the New York Tri-State chapter of the NAAIA.

International Association of Black Actuaries (IABA)

The IABA is a professional and student member organization that works to increase the number and successful advancement of Black actuaries through programs and partnerships that address their underrepresentation in the profession.

Network of Actuarial Women and Allies (NAWA)

Everest is a Founding Sponsor of NAWA, whose mission is to connect and empower women of all backgrounds, races, ethnicities, and life circumstances so they can be successful in the actuarial profession. NAWA was formed to increase equity and representation of women in actuarial professions, create a sense of community among women, and provide opportunities for personal and professional development tailored toward women and allies. Everest senior leaders routinely participate in various panel discussions and networking events for the organization. An Everest employee serves as a Member of NAWA's Board of Directors.

Association of Professional Insurance Women (APIW)

APIW is committed to the career advancement of women insurance professionals through learning and development, connectivity and mentorship, DEI leadership, and giving back. Everest partners with the New Jersey Chapter of the APIW, where many of our Women Networking Group colleagues hold a membership or Board position. Our annual contribution helps the women of the APIW network achieve greater professional success and shape the future leaders of tomorrow. This year, the Women's Networking Group hosted the APIW for a networking event for women in leadership throughout the Warren, New Jersey, area.

Sexuality and Gender Alliance of Actuaries (SAGAA)

Everest is a Gold-level sponsor of SAGAA, a group that facilitates connections between LGBTQ+ actuaries and allies to engage in community-wide dialogue about LGBTQ+ issues. The group aims to create a safe space for dialogue, community, and career encouragement while also educating the larger actuarial profession.

NJ LEEP

Everest has supported NJ LEEP since 2020. NJ LEEP is a college access and success program for students from the greater Newark area from low-income families or who are the first in their families to attend college. It serves middle and high school students and college students through hard skill development, academic counseling, internships and scholarships, and social-emotional learning. In 2023, Everest once again hosted six high school sophomores as part of the annual Week on the Job Program. The students were hosted at the U.S. Headquarters and received exposure to job areas such as IT, Marketing, HR, and Claims. The students were also exposed to business leaders throughout the organization and engaged in learning sessions about the insurance and reinsurance industry and had opportunities to network with Everest employees and receive mentoring to support their education and career planning.

Integrate

Founded in 2010, Integrate helps companies identify, recruit, and retain professionals on the autism spectrum. By assisting with the hiring process and offering educational sessions on best practices for communication and management of autistic co-workers, Integrate helps companies support autistic talent. In 2023, Everest participated in Integrate's Employer Connect event, an interactive networking program to learn about autistic and neurodivergent jobseekers. Since partnering with this unique organization, we have enhanced our inclusive hiring practices to be more aware of candidates with diverse abilities.

Prospanica

Prospanica's mission is to empower and enable Hispanic professionals to achieve their full educational, economic, and social potential. The association offers scholarships, tools, resources, and programming that helps enrich the lives of Hispanic students and professionals. Our Early Talent Acquisition team recently introduced Everest's business and available career opportunities to young emerging professionals at Prospanica's National Conference and Career Expo in Las Vegas, Nevada.

Delta Sigma Theta Sorority, Inc. National Convention

In 2023, Everest served as one of the corporate sponsors of the career fair at the 56th national convention of Delta Sigma Theta Sorority, Inc. with approximately 20,000 women in attendance. The international organization of college-educated women of majority African-American descent are committed to the constructive development of its members and to public service with a primary focus on the Black community.

Insurance Industry Charitable Foundation (IICF)

The IICF helps communities and enriches lives by uniting the collective strength of the insurance industry in providing grants, volunteer service opportunities, and leadership training. Everest leaders meet with IICF quarterly to discuss diversity and philanthropic matters and has participated in several national conferences with the IICF.

Relationships with HBCUs & White House HBCU Conference

The White House HBCU Initiative and Conference features workshops, engagements, keynote speakers, and interactive exhibits that connect federal and private resources to the HBCU community. In addition, Everest has presented at the national conference and has partnered with HBCUs, including Xavier University of Louisiana and Bennet College, with outreach and recruitment initiatives. Everest has formed relationships with university faculty and administrators to support our recruitment and outreach efforts and hosted panel discussions and classroom visits with students at these colleges interested in pursuing careers in insurance.

Empower Women in Insurance (EWI)

Our collaboration with EWI connects our women colleagues in Spain with development and networking experiences designed specifically for the insurance industry. Everest joins more than 100 other companies in providing this valuable experience to their colleagues. One of our employees serves as an Executive Sponsor.

Insurance Supper Club (ISC)

In 2023, Everest launched an internal program with the Insurance Supper Club (ISC) to provide Everest's women leaders in the UK and Ireland with in-person and virtual professional development and networking opportunities.

Non-Discrimination and Anti-Harassment Policy

We are committed to equal employment opportunity and comply with state and federal anti-discrimination laws. Everest has a longstanding zero-tolerance policy that prohibits all forms of harassment, including discrimination and retaliation, in the workplace. We strive to create and maintain a work environment in which all employees, vendors, clients, and customers of the Company are treated with dignity, decency, and respect and remain free of unlawful harassment, intimidation, and discrimination.

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 annual harassment prevention and bias awareness and reduction training.

Complaint Procedure

Our corporate guidelines encourage individuals who believe they or another individual have been subjected to discrimination, harassment, or retaliation to report concerns to a supervisor, manager, or Human Resources Representative. We investigate all reports of misconduct thoroughly and objectively and as confidentially as possible. If the investigation reveals a violation of the Non-Discrimination and Anti-Harassment Policy, we take appropriate disciplinary action commensurate with the severity of the offense and appropriate action to deter such conduct in the future.

Talent Attraction and Development

The continued development of all colleagues is a core value that exemplifies our culture. Attracting and developing a diverse, talented workforce is an essential part of enacting that value. Our strength as an organization begins with our talent.

Talent Acquisition

Experienced Veterans Hiring Initiative
Everest's Experienced Veterans Hiring Initiative is a bespoke training program designed to attract individuals with longstanding military careers into the Company and convey the fundamentals of insurance, reinsurance, and Everest's culture.

We also have a dedicated Veteran Education Portal that hosts information for veterans at Everest, including transitioning to civilian workforce and business-unit learning in insurance and reinsurance areas.

Talent Development
Everest is focused on the advancement of our colleagues across all levels from early career to experienced professionals. It is important that we match the talent and ambition of our employees so they have continuous opportunities to learn and grow as professionals. As part of this effort, Everest offers various programs through its Talent Development team.

Everest colleagues have access to myriad early career, professional development, management, leadership, and mentoring programs. Our programs cater learning to different business areas and skill levels, effectively preparing colleagues from all business areas and experience levels for successful careers at Everest. Many of our program offerings feature facilitated workshops, curated self-learning paths, and resources to help build important business and professional skills such as time management and critical thinking. These programs support Everest employees by:

1. Promoting a culture of continuous learning

2. Providing opportunities for learning, coaching, and mentorship

3. Developing Everest's talent through succession planning, building "bench strength," performance consulting, and development planning

"I am honored to be the inaugural hire of this incredible program. Veterans bring a unique set of skills and experiences that Everest recognizes, and I am proud to be part of this organization."

Patrick Toohey
Vice President, Insurance

75%
of all "early talent" new hires in the U.S. were diverse by gender and/or race/ethnicity in 2023.

Business Area, Functional, and Technical Development

Our Talent Development team further partners with our business units to provide learning opportunities focused on data and analytical skills, risk management, insurance industry knowledge, and certifications and professional development for Underwriting Assistants and Underwriters at all levels. For example, colleagues have access to the Academy of Risk Management and Organizational Resiliency, The Building Leadership and Data at Everest Academy, Everest's Knowledge Exchange, in addition to other resources that help build technical knowledge, essential professional development competencies, and functional and technical knowledge to attain expert-level underwriting proficiency.

Continuous Feedback

Continuous feedback plays a vital role in motivating employees to give their best to help us achieve our objectives. Feedback is also an important part of our employees' development.

Everest strongly encourages both managers and employees to incorporate a practice of continuous feedback within the workplace. This is a key element in successful performance and provides significant benefits to all involved. At Everest, employees can share feedback in a variety of ways: in person or in writing through direct written communication or by using our feedback tool.

Performance Assessment

In addition to continuous feedback, we conduct formal annual performance assessments for each employee at Everest.[7] Our performance assessment process is one of the most important development initiatives because it gives employees an opportunity to reflect on their professional growth and goals for the future. Annually, employees complete a self-assessment reflecting on their performance against goals established in the prior year. Once completed, managers review the self-assessments and complete manager assessments, which help them provide a two-dimensional rating based on each employee's development in their role and overall performance. Managers and employees discuss performance and establish goals for the next year during follow-up discussion meetings. This process enables employees to highlight their achievements and accomplishments, identify areas for learning and development, and create measurable, impactful goals for the next year.

Employee Engagement

Everest launched a Global Engagement Survey in 2022 to understand employees' perceptions and thoughts on engagement initiatives. Participation in the survey was anonymous and approximately 80% of employees completed the survey. The results indicated that colleagues are highly engaged and appreciate our strong and inclusive culture. We used the feedback from the survey to inform our plans and enhance our professional development opportunities.

Employee Training

Our employees completed over 50,800 hours of training in 2023.[8] All Everest employees have received training through Workday, with each employee receiving approximately 16.4 hours of training. Additionally, many employees complete external training courses that are not counted in the total training hours. Employees have access to a number of other skills enhancing training programs. For instance, our Workday Learning application hosts instructor-led and on-demand courses, as well as courses developed by Everest.

In addition, Everest offers numerous DEI courses and trainings through Blue Ocean Brain, the Company's platform for personal development and learning. Throughout the year, employees complete courses covering topics of allyship, inclusion, bias, and other important DEI-related topics. Our voluntary training ensures that all employees are aware of and exercising our DEI values and appropriate behavior in the workplace.

6,225 total hours
of DEI training completed

Average of
2.1 hours
of DEI training per employee

[7] 92% of employees received regular performance reviews in 2023.

[8] Excluding external training courses not captured in Workday.

Benefits and Wellness

At Everest, we have carefully designed our benefits to enhance our employees' financial, physical, and mental well-being, as well as meet the needs of their families. From top-quality Health Plans to Pharmacy Benefits, our employees have access to a range of benefits that help protect their health and well-being.

At Everest, we regularly assess our benefits and wellness programs to ensure they are effectively supporting our employees' well-being. All full- and part-time employees have access to a comprehensive benefits package that includes but is not limited to life insurance, health insurance, parental leave, and flexible spending accounts.

Educational Programs

- **Tuition Reimbursement:** Everest offers employees an opportunity to continue their education through the Tuition Refund Plan. Under this plan, undergraduate studies, MBA degrees, graduate degrees, and individual courses are eligible for tuition reimbursements.

- **Student Loan Repayment Program:** This program provides financing to eligible employees who have completed a college degree within the previous five years. Financing is provided to employees to apply to their current outstanding college loan debt.

- **Actuarial Student Programs:** Everest offers actuarial students assistance with obtaining Fellowship in the Society of Actuaries or Casualty Actuarial Society. These programs provide students with dedicated company study time, assistance covering registration fees, and study materials.

Wellness Programs and Initiatives

- **Lifestyle Spending Account (LSA):** The LSA is designed to support employees' well-being by helping pay for wellness-related expenses. Employees can use their LSA for a range of well-being and fitness-related products and services, including recreational activities, nutrition, spa services, and more.

- **Employee Assistance Program (EAP):** The EAP is available in local languages for all Everest locations and offers employees, and individuals in their households, with confidential, no-cost assistance for referrals for a broad range of issues as well as counseling and life coaching sessions to address any challenges impacting their well-being.

- **Wellness Room:** Most Everest offices have a dedicated wellness room, in compliance with local and state laws.

Employee Discounts

- **Perks at Work:** Employees receive discounts to numerous retailers and cultural attractions via our Perks at Work subscription.

Work-Life Balance

- **Civic Engagement:** All Everest employees are eligible to take paid time off to participate in civic causes that are important to them. For example, employees can use this benefit to participate in social justice initiatives, attend government functions, and attend celebrations of a social justice cause or event.

- **Flexible Work Model:** Most of our employees are designated as "remote/hybrid" workers, which means they can work up to two days per week remotely. To maintain flexibility, Everest has allowed employees, in consultation with their managers, broad flexibility as to which days they come into the office.

ESG Fund

Everest includes an ESG fund option in its 401(k) plan. The ESG fund invests in a portfolio of equity securities that have an aggregate ESG assessment of the Russell 1000® Index. To determine the fund's investible universe, companies and industries are screened based on various criteria such as controversial weapons, civilian firearms, tobacco, and fossil fuels beyond specified thresholds.

Compensation Practices

Everest's compensation philosophy is to provide equitable and competitive compensation to all employees. We regularly review our compensation practices to ensure fairness and equity.

Health and Safety

Everest strives to provide a safe and healthy workplace for employees by minimizing risks of injury and creating an inclusive environment. For example, we aim to maintain safe systems of work, safe means of entering and leaving workplaces, an environment without risks to health and adequate welfare facilities.

Board Oversight

Everest's Compensation Committee now formally oversees human capital management, including DEI initiatives.

Community Engagement

We strive to be a strong corporate citizen committed to philanthropic efforts and values that are important to our colleagues and our communities. We believe it is important to give back to our global communities and help those in need by supporting projects and initiatives targeting education, health, social, and environmental issues that impact our neighbors.

2023 Giving Highlights

Over
$500,000 donated
by Everest and its employees

Over
$85,000 donated
through the Corporate Matching Gifts Program

Over
100,000 meals
packaged and prepared

1,500+ employee
volunteer hours

35 charities supported

Everest Cares

Our philanthropy program, Everest Cares, includes everything that we do to empower the communities where we live and serve, from charitable donations to community involvement and colleague engagement.

Matching Gifts Program

In 2023, Everest's Corporate Matching Gifts program was broadened to reflect the charitable giving areas that are important to our global colleagues: Conservation and Environment, Hunger and Welfare, Human Rights, and Disaster Relief. These new and expanded pillars guide our strategy and create greater opportunities for colleagues to get involved. Colleagues can donate to a variety of eligible charities that fall within the four areas of charitable giving with all donations matched dollar-for-dollar.

Corporate Philanthropic Donations

To celebrate 50 years of underwriting opportunity in our communities, Everest strengthened its commitment to global citizenship with a $50,000 corporate donation to a nonprofit chosen by our colleagues. Our employees chose World Central Kitchen, a very worthy institution within our Corporate Matching Gifts Program, to receive our charitable donation.

Founded in 2010 by chef José Andrés, World Central Kitchen's impact has been far-reaching, as it has prepared more than 300 million meals for communities afflicted by natural disasters and humanitarian crises.

In support of the victims of conflict in the Middle East, Everest donated a total of $50,000 to provide on-the-ground support and critical resources to those who need it most. Save the Children and Heart to Heart International, two charities within our Corporate Matching Gifts Program, each received $25,000.

To celebrate Earth Day, Everest matched all employee donations to environmental organizations two-for-one throughout the month of April. Employees donated to organizations such as The Nature Conservancy, One Tree Planted, the World Wildlife Fund, and many more.

Generating support for catastrophic and humanitarian crises that need support - throughout the year, internal campaigns were developed to drive colleague awareness and generate charitable support for the Maui Wildfires, earthquakes in Morocco and Afghanistan, floods in Libya, the War in Ukraine, and the Middle East Crisis.

Everest Charitable Outreach

Everest Charitable Outreach (ECO) is a colleague-led group that spearheads all Company-sponsored volunteer activity. In 2023, it focused on expanding greater community involvement on a global scale. During the year, the group collaborated with offices worldwide to identify over 50 new local volunteer opportunities. To encourage participation, all Everest employees are allotted two charity days to participate in ECO sponsored events.

From grocery packing in Singapore to beach cleanups in New Jersey, ECO organized 25 volunteer events in 2023 – more than double the number of activities held in 2022.

Below is a snapshot of 2023 events:

-   **United Way Tools for School:** ECO and the Working Parents and Caregivers CRG raised $12,177 to provide approximately 1,000 school supplies for underserved students across the globe.
-   **Clean Ocean Action:** ECO and the Pan-Asian CRG co-sponsored a beach cleanup with Clean Ocean Action at the Sandy Hook Gateway National Recreation Area in Highlands, New Jersey. The 40-person team collected thousands of pieces of debris littering the shoreline.

-   **Feeding South Florida Food Bank:** Miami office colleagues packed 21,000 pounds of food for our neighbors struggling with food insecurity.
-   **Covenant House (Re)insurance Industry Sleep Out:** Covenant House aids homeless youth by providing shelter, food, clothing, and essential services like job training, education, healthcare, mental health counseling, and legal aid.
-   **Rise Against Hunger:** ECO and EverGreen co-sponsored an event with Rise Against Hunger, an international hunger relief organization that distributes food and life-changing aid to underserved communities. Events were held across eight offices, including Orange (California), Chicago, Boston, Miami, Carmel (Indiana), Walnut Creek (California), San Francisco, and our U.S. headquarters in Warren (New Jersey). Volunteers helped pack over 100,000 nutritious meals that were distributed to Rise Against Hunger's partners throughout the world.
-   **Grow-A-Row:** Everest employees participated in a harvesting event with Grow-A-Row, an organization that provides fresh produce to those struggling with food insecurity. The produce collected by employees was sent to community food bank trucks bound for local hunger relief organizations.

Rise Against Hunger events were held across several offices.

Miami

Boston

Walnut Creek and San Francisco
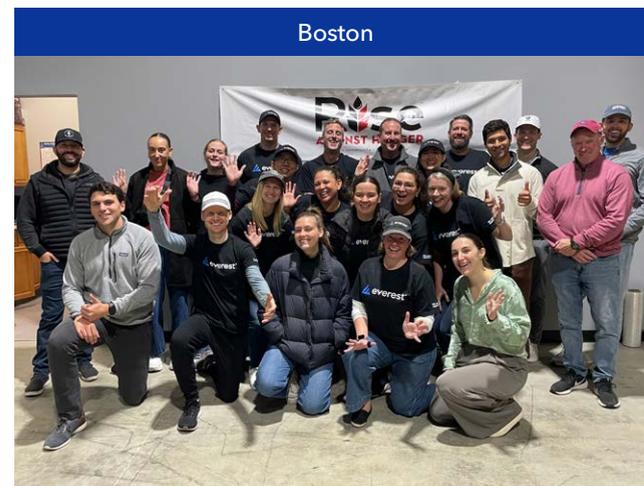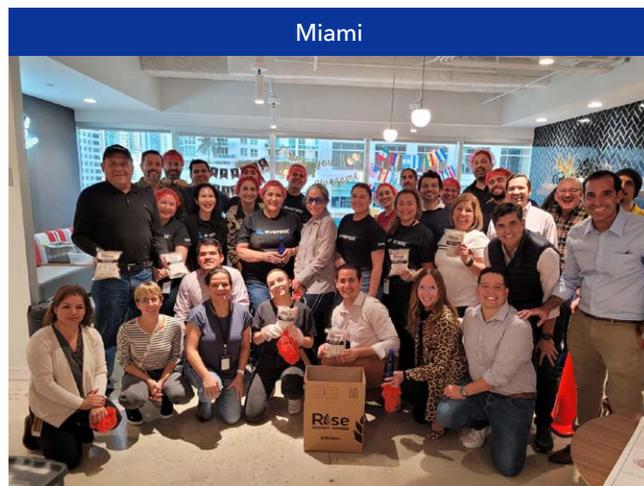
Orange, California

- **Martin Luther King Jr. Acts of Service Food Drive:** ECO and BERG co-sponsored a food drive across eight Everest offices, including Bermuda, Carmel (Indiana), Miami, Orange (California), Philadelphia, San Francisco, Walnut Creek (California), and our U.S. headquarters in Warren (New Jersey). Colleagues collected over 500 pounds of food, enough to provide about 6,000 meals for those in need.

- **Soles4Souls:** ECO hosted a clothing and food drive to support Soles4Souls and reduce waste. Soles4Souls repurposes unwanted shoes and clothing and distributes them to communities in need. Everest donated nearly 400 pairs of shoes and over 150 pieces of clothing during the campaign.

- **One Tree Planted:** ECO and EverGreen co-sponsored an event with One Tree Planted to plant fruit trees in Newark, New Jersey. These trees provide healthy produce for local communities.

- **FourBlock Foundation:** Everest employees from the New York office participated in the eighth annual Inspire Games in partnership with FourBlock Foundation. FourBlock supports successful career transitions and adaptive sports training opportunities to veterans and military spouses as they transition to post-military careers. This year's event was a hockey-themed tournament and featured skaters from across the insurance and financial services industries competing for a trophy.

- **SoundWaters, Inc.:** SoundWaters Inc. works to protect Long Island Sound and the surrounding environment through youth education and engagement. SoundWaters offers programs for all grade levels that help students understand, value, and protect Long Island Sound. Everest employees in the Stamford office participated in a cleanup event, collecting 35 pounds of refuse across a local beach and park.

Volunteers from the U.S. headquarters in Warren, New Jersey, participated in a beach cleanup at the Sandy Hook National Recreation Area.

The Miami office partnered with Feeding South Florida to pack meals to fight food insecurity.

The Bermuda office participated in the MLK Acts of Service Food Drive.

Volunteers from the Warren, New Jersey office participated in a harvesting event with Grow-A-Row to fight food insecurity.

Singapore colleagues participated in a food distribution event with Beyond Social Services.

Transparency and Accountability

Everest is committed to upholding robust governance policies and practices that promote the interests of our stakeholders. Our governance framework ensures that we maintain the highest degree of integrity and responsibility as we conduct our business and that all parts of our Company, including the Board of Directors of Everest Group, Ltd., senior management, and all employees are invested in and accountable for exercising good governance.

Corporate Governance

The Board is the highest governance body of Everest and has ultimate responsibility for oversight of the Company with the long-term interests of our shareholders in mind. The Board reviews the Company's policies and business strategies and advises and counsels the CEO and the other executive officers who manage the Company's businesses on a daily basis. Joseph V. Taranto is Chairman of the Board.

Our Board operates under the Company's Corporate Governance Guidelines. These guidelines, along with other key documents and policies that embody Everest's commitment to sound corporate governance are available on Everest's website at https://www.everestglobal.com/us-en/investor-relations/governance.

Board Nomination and Selection

The Board is appointed annually at the Annual General Meeting of Shareholders. The Nominating and Governance (Nom and Gov) Committee is responsible for determining the appropriate size of the Board, filling vacancies on the Board, and identifying qualified candidates to fill such vacancies, consistent with the criteria set forth in the Corporate Governance Guidelines. In evaluating director candidates and considering incumbent directors for nomination to the Board, the Nom and Gov Committee evaluates candidates' qualifications in light of the qualifications of incumbent Board members. In addition, the Nom and Gov Committee considers when making recommendations each nominee's character, independence, leadership, financial literacy, personal and professional accomplishments, industry knowledge, and experience.

Members of the Board's committees are appointed by the Board, taking into account recommendations of the Nom and Gov Committee as well as the Chairman of the Board and Chief Executive Officer, as appropriate. Each committee has its own membership and composition requirements detailed in its respective charter, available at https://www.everestglobal.com/us-en/investor-relations/governance.

Annually, the Board conducts a self-evaluation to determine if it and its committees are functioning effectively. The full Board discusses the evaluation report to determine potential actions that could improve the performance of the Board and its committee. For example, the Nom and Gov Committee formally incorporated ESG oversight into its charter in response to this evaluation process.

Board Composition and Diversity[9]

We believe that diversity in gender, age, ethnicity, and skill set is important for the effective functioning of the Board and to the overall management of the Company. Our Board is committed to diversity both within its structure and in its executive leadership. Thus, we aim to have a Board that represents diversity in all facets to facilitate conversations on evolving best practices in corporate governance, risk management, and sustainability and allows for dynamic and evolving perspectives in governance, strategy, corporate responsibility, human rights, and risk management.

Currently, Everest's Board consists of nine members. We have three highly respected women as members of our Board with proven leadership experience, making the Board 33% diverse by gender. Our CEO, Juan C. Andrade is also Latino, making the Board 44% diverse by gender or race/ethnicity. Our Board further reflects myriad skills and experience in claims, risk management, finance, business operations, investments, climate, and ESG. The Board pursues educational opportunities and training to increase their knowledge in these areas. A full matrix of the skills and experience of our Board can be found in Everest's 2024 Proxy Statement.

2 of 3 legally mandated Board Committees are Chaired by Women.

Board Committees[10]

Currently, the Board maintains six standing committees: the Audit, Compensation, Nom and Gov, Executive, Investment Policy, and Risk Committees. Each of the Audit, Compensation, and Nom and Gov Committees is composed exclusively of independent directors and has a written charter addressing its purpose and responsibilities, as required by New York Stock Exchange Listing Standards. Annually, the Audit, Compensation, and Nom and Gov Committees also review their own performance to ensure they are fulfilling their responsibilities and duties.

The Board operates its committees in a collaborative fashion, with meetings of each committee being open to informational attendance by non-committee Board members and executives. This fosters active and open discussion, rigorous analysis, cross-committee information sharing, and risk identification, and it allows for better-informed oversight.

Compensation

Everest's compensation plans for our Board and Executive Officers aligns the interests of our directors and officers with those of our shareholders. Comprised of value-based financial performance metrics and non-financial metrics, the compensation plan is structured to satisfy the expectations of our investors and stakeholders and reflect core objectives of:

1. Attracting and retaining a talented team of executives and directors who will provide creative leadership to ensure success for the Company.
2. Executing the Company's business strategy and achieving long-term financial objectives.
3. Creating long-term shareholder value.
4. Rewarding and incentivizing executives in a way that achieves long-term profitable financial results.

Succession Planning

Proactive diversity recruitment is integral to Everest's succession planning at the Board level and at all levels of the Company. Our Talent Development team works with senior management to identify diverse talent across the Company as potential leaders. These individuals are provided management and executive leadership training and education to enhance their skill sets.

The CEO further provides an annual report to the Board on succession planning and to the Nom and Gov Committee on development recommendations. The report includes a short-term succession plan delineating temporary delegation of authority if the CEO or any other executive officers are unexpectedly unable to perform their duties.
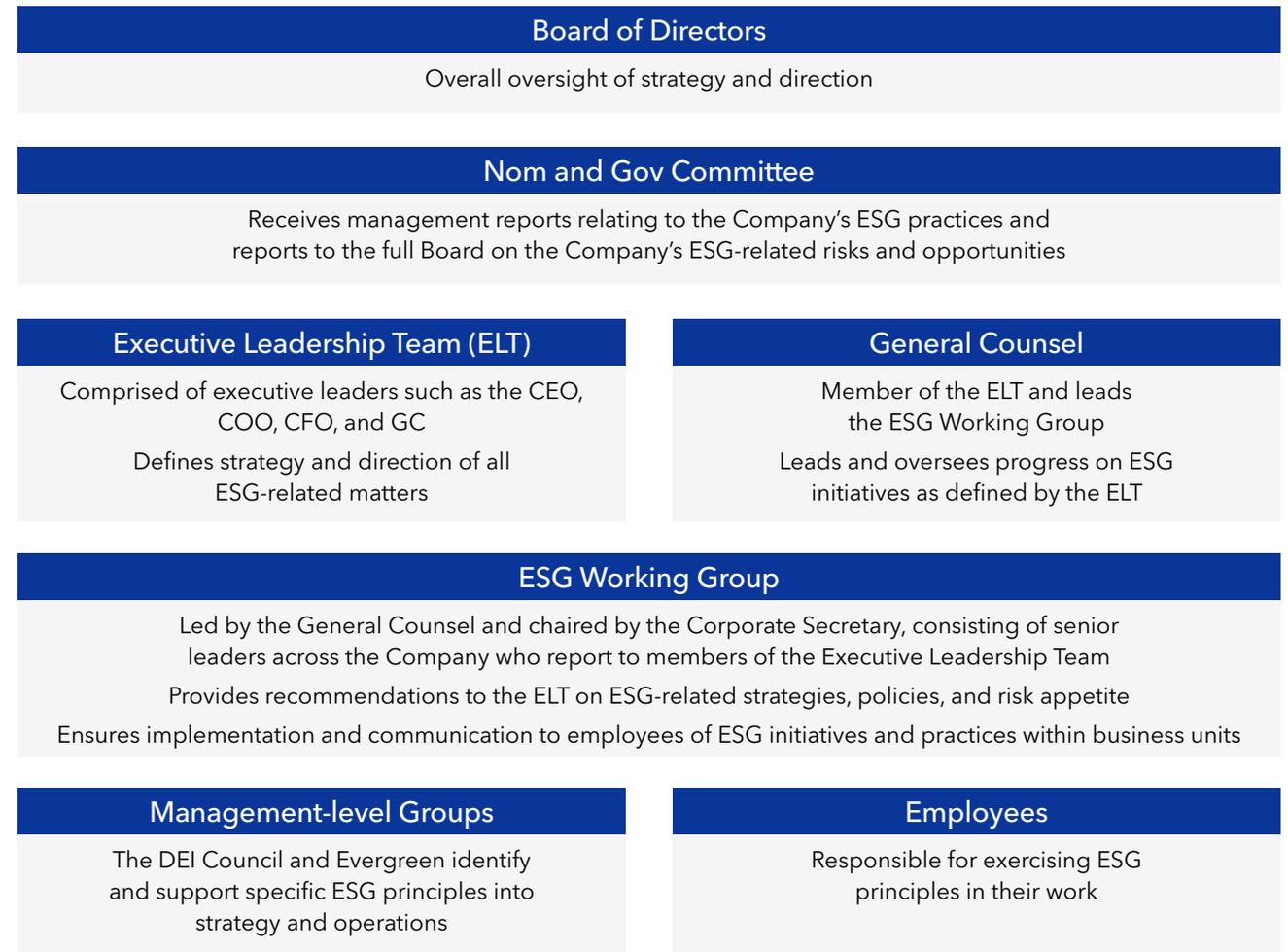

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[10] For more information regarding the Board's Committees, please see the Proxy Statement.
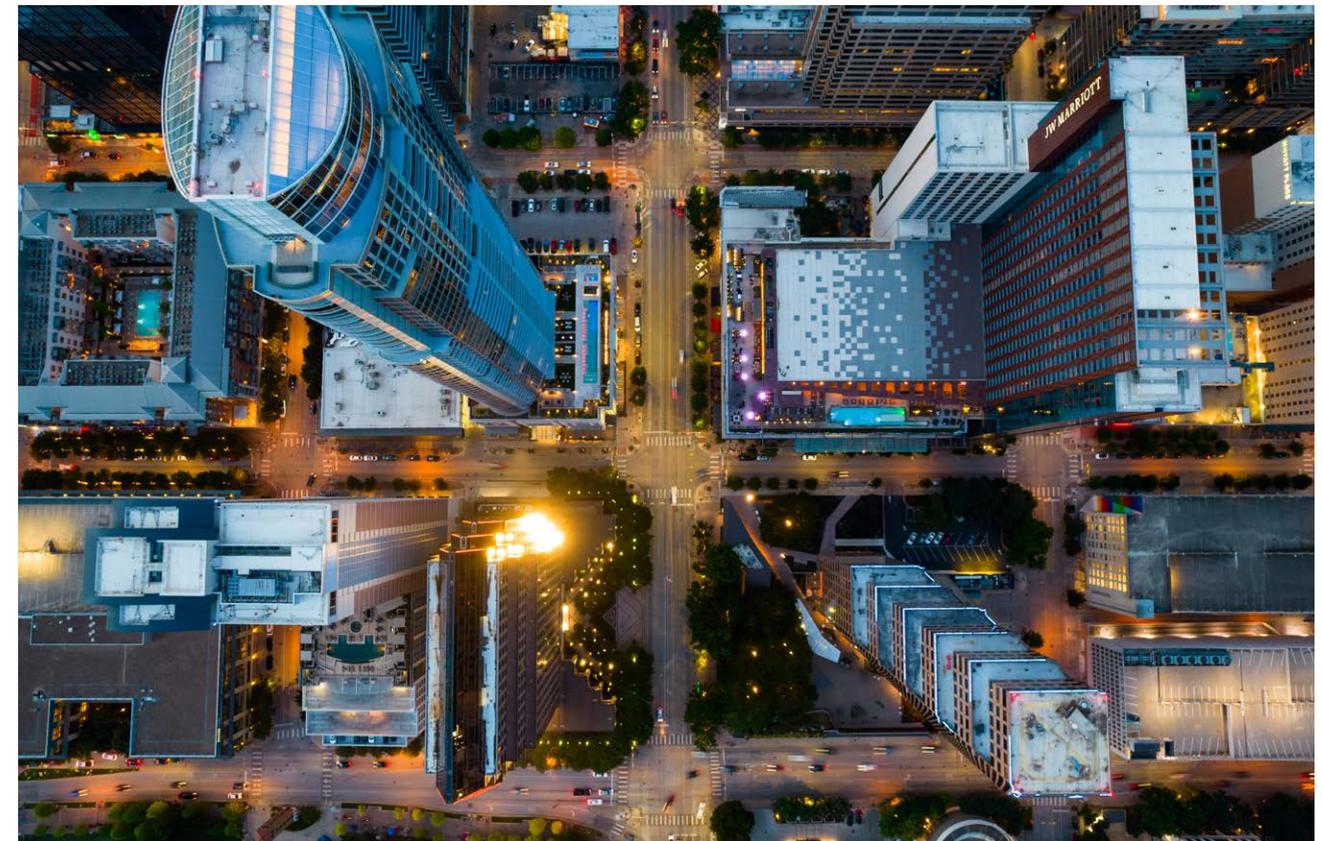
ESG Governance

Everest's ESG governance includes oversight by the Board and executive leadership, as well as involvement of and collaboration with employees across all levels of the Company.

The Board is responsible for oversight of Company-wide business strategy and management, including the incorporation of ESG considerations into the broader strategy and the assessment of ESG risks and opportunities. The Nom and Gov Committee formally performs the Board's oversight responsibilities relating to the Company's ESG practices and reports on the Company's ESG-related risks and opportunities to the full Board. In 2017, the Nom and Gov Committee formally incorporated ESG oversight into its charter, further confirming our dedication to appropriate oversight of ESG matters.

In 2023, we established an ESG Working Group within senior management to help develop and implement our Company-wide ESG strategy and communications. The ESG Working Group is led by Everest's General Counsel and chaired by the Company's Corporate Secretary. It consists of senior leaders from across the Company who meet regularly, representing different business units and providing different perspectives. The group also stays abreast of market-related best practices in jurisdictions where Everest operates and assesses the impact of trends and regulation on Everest's business. In addition, the group acts as a communication channel between employees and management, and it may relay employees' or formulate its own recommendations to the Executive Leadership Team, on ESG-related matters, including proposed adjustments to the Company's ESG-related values and goals.

Notably, our ESG governance structure enables regular reporting and collaboration among the Board, Executive Leadership Team, ESG Working Group, and management. Additionally, the Executive Leadership Team meets with the Board to report ESG developments. These frequent communications ensure that we are aware of trends and developments that may impact the Company and facilitate the continual assessment and communication of new risks and opportunities. Additionally, such communication provides a channel through which to make employees aware of the Company's ESG direction and enable them to incorporate ESG principles in their work.

Board of Directors
Overall oversight of strategy and direction

Nom and Gov Committee
Receives management reports relating to the Company's ESG practices and reports to the full Board on the Company's ESG-related risks and opportunities

Executive Leadership Team (ELT)
Comprised of executive leaders such as the CEO, COO, CFO, and GC

Defines strategy and direction of all ESG-related matters

General Counsel
Member of the ELT and leads the ESG Working Group

Leads and oversees progress on ESG initiatives as defined by the ELT

ESG Working Group
Led by the General Counsel and chaired by the Corporate Secretary, consisting of senior leaders across the Company who report to members of the Executive Leadership Team

Provides recommendations to the ELT on ESG-related strategies, policies, and risk appetite

Ensures implementation and communication to employees of ESG initiatives and practices within business units

Management-level Groups
The DEI Council and Evergreen identify and support specific ESG principles into strategy and operations

Employees
Responsible for exercising ESG principles in their work

Stakeholder Outreach

At Everest, we believe that stakeholder outreach is crucial to building trust and understanding our stakeholders' perspectives. Everest defines its stakeholder groups by determining which entities, organizations, and individuals have the greatest impact on our business and professional operations. Through this process, we have identified the following stakeholder groups.

Employees

We engage with our employees every day, no matter where they are located. Via employee newsletters, employee groups, events, and surveys, we maintain a continuous dialogue with our employees to promote a culture of feedback and transparent communication.

Shareholders and Investors

As part of our governance practices, we annually invite our largest shareholders to discuss emerging ESG trends, best practices in governance, and reporting. These meetings enable us to elaborate on our progress and address any concerns our shareholders may have, effectively cultivating an ongoing dialogue that informs our ESG strategy.

Frequent communications are another important aspect of our shareholder engagement practices. We regularly release publications, seminars, and webcasts to ensure our shareholders are informed and feel confident that their perspectives and concerns are addressed in our decision-making.

Clients

For the past 50 years, Everest has underwritten opportunity for clients with protection and peace of mind at the forefront of our decision making. We engage with our clients on a regular basis to discuss their needs and deliver solutions so they can thrive in an increasingly complex and uncertain world. For example, our teams work directly with clients to create solutions tailored to their specific needs. We also leverage the latest technologies to reach our global clients in a way that is convenient and improves their experience.

Communities

Everest collaborates with local communities in which it operates through several channels, including charity and volunteerism. We have established lasting relationships with nonprofit organizations focusing on climate, hunger, and justice initiatives and relief and encourage employees to be active in helping their communities. Everest offers year-round engagement activities that have a positive impact on our communities.

Investor Day
Everest held its second Investor Day in 2023. The event provided an opportunity to showcase how we executed our strategic plan since our last Investor Day in 2021. During the event, our President and CEO Juan C. Andrade, CFO Mark Kociancic, the leaders of each of our businesses, and other members of our Executive Leadership Team outlined Everest's path forward, providing the investment community with insights into our strategic priorities and key business and financial benchmarks for the next three years. The event was well attended and broadcasted to a wide audience and received positive feedback from both investors and analysts.

Business Ethics, Compliance, and Integrity

Ethics and integrity are a cornerstone of all that we do at Everest. Our shareholders, clients, and the various governmental entities that oversee the Company all expect us to act ethically. This is why we hold every employee accountable for exercising the highest ethical standards when conducting business on behalf of the Company. We adhere to strict principles to ensure our actions are consistent with our values, including our Ethics Guidelines and the related Index to Compliance Policies and Procedures. Only if we set high standards for ourselves and work to maintain those standards can the Company meet the expectations of others.

Everest has a number of policies and procedures detailing the ethical behavior expected from our directors, officers, employees, and any Company personnel. These policies are available to all employees on our Company's intranet, and we communicate periodic updates, when they occur, via email. Everyone at Everest is responsible for implementing and acting in accordance with our principles, and certain employees have heightened duties to ensure compliance, detailed in the proceeding sections.

Ethics Guidelines and Index to Compliance Policies and Procedures

Our actions are guided by the principles and values outlined in our Ethics Guidelines and the related Index to Compliance Policies and Procedures (Ethics Guidelines). These guidelines apply to Everest Group, Ltd., and its affiliated companies and are the ethical foundations that guide all the Company's decisions and behavior. They contemplate that all directors, officers, and employees will be held to the highest standards of integrity, honesty, and ethics in all business dealings. Annually, the Company's Compliance Procedures require officers and employees who work in particularly sensitive areas to complete an ethics questionnaire disclosing any external interests and potential conflicts with their roles at the Company. Those individuals are also required to confirm that they have read the Ethics Guidelines and that they understand their compliance responsibilities.

The compliance responsibilities of all officers and other employees include reporting to the General Counsel or the Chief Compliance Officer any possible violation of the Company's Ethics Guidelines and Compliance Policies. Officers and employees who fail to comply with these guidelines and the Compliance Policies are subject to disciplinary action. We encourage employees to consult these Guidelines or the Law/ Compliance department to assure that they understand their responsibilities and follow the requirements set forth in the Ethics Guidelines. Our guidelines prohibit retaliation against any person who in good faith reports any violation or suspected violation of the Guidelines.

We additionally review and update the Ethics Guidelines when necessary. These reviews and updates enable us to reflect on evolving industry standards, comply with all laws, rules, and regulations, and uphold our commitment to integrity.

In addition to the Ethics Guidelines, Everest has adopted an additional Code of Ethics specifically applicable to the Chief Executive Officer, Chief Financial Officer, and other senior financial officers. Executives who work closely with the Company's finances are held to a heightened set of standards and responsibility for ensuring our financial disclosures, controls, and communications are accurate and maintained in accordance with all applicable laws, rules, and regulations.

Everest's Corporate Governance Guidelines further detail requirements and qualifications that the Board of Directors must satisfy under all applicable laws and regulations.

Our Ethics Guidelines and Code of Ethics are located at https://www.everestglobal.com/us-en/investor-relations/governance.

Anti-Corruption[11]

Everest's policies regarding anti-corruption are communicated to all directors and employees. Everest's operations are assessed for risks related to corruption by our Law/Compliance Department on an ongoing basis. Everest's anti-corruption policies and procedures are reviewed by the Company on an annual basis.

Conflicts of Interest

Everest's Conflicts of Interest Policy is outlined in its Ethics Guidelines and applies to the Group and its affiliates. The appearance of a conflict of interest may be just as damaging to a company's reputation as a real conflict, even when no wrong is done, just as the opportunity to act improperly may be enough to create the appearance of a conflict. This is why we adopted a Company-wide policy that establishes clear expectations and rules.

Our policy states that directors, officers, and Company personnel should avoid actual or apparent conflicts of interest, which arise when personal interests outside of the Company are or are perceived to have been placed ahead of obligations to the Company and its customers. Conflicts of interest also arise when an employee, officer or director, or a member of their families receives improper personal benefits because of their position in or relationship with a person holding a position in the Company. Loans to or guarantees of obligations of such persons are also of concern.

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. The decision as to whether there is a conflict, or the appearance of one, is ultimately determined by the Company.

To reinforce our commitment to avoid conflicts of interest or their appearance, we have established the following rules:

1. Company officers or employees may not serve as outside directors, officers, employees, partners, or trustees – nor hold any other position in any outside business enterprise – without prior approval from the Company.

2. Involvement in any outside business activity is unacceptable when it interferes with a director's, officer's, or employee's ability to perform the duties of their jobs.

Everest's full Conflicts of Interest Policy is available at https://www.everestglobal.com/us-en/investor-relations/governance.

[11] Everest had zero corruption breaches in 2023.

Money Laundering and Sanctions Programs

Under a variety of United States and other international laws, including the Bank Secrecy Act, the Foreign Corrupt Practices Act, and other laws that address money laundering, the Company and its officers are prohibited from knowingly laundering money (i.e., concealing an unlawful or illicit source of funds) and are required 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 that are subject to sanctions (Sanctions) imposed by the Treasury Department's Office of Foreign Assets Control (OFAC).

Everest has established policies, procedures, and controls to ensure compliance with money laundering and Sanctions requirements. The Chief Compliance Officer, in cooperation with the Law Department, oversees compliance with these policies, procedures, and controls, which employees are required to read and follow. Additional training is also provided to employees whose job functions affect the ability of the Company to comply with these requirements. As a general matter, due to the nature of insurance and reinsurance underwriting and contracts and because of controls that are in place for economic Sanctions and money laundering globally, Everest knows its customers and has a low level of money laundering and Sanctions compliance risk.

Our Anti-Money Laundering and Sanctions procedures have two objectives:

1. Detect and prevent money laundering.

2. Prevent the Company from engaging in prohibited transactions with any person, entity, or country subject to OFAC Sanctions.

Bribery

Everest does not permit our staff or resources to be used for any purposes that contravene the laws, rules, and regulations of any country. Nor do we permit improper payments of any sort to be made to any governmental, political, labor, or businessperson or organization. Gifts of insubstantial value to minor government officials of foreign countries where such gifts are customary and legal and comply with the Foreign Corrupt Practices Act are permissible, but cannot be made unless approved in advance by senior management.

Furthermore, directors, officers, and Company personnel are not permitted to accept or provide any gifts or favors that might influence the decisions which Company personnel or the recipients of gifts make in business transactions involving the Company, or that others might reasonably believe would influence those decisions. Even a nominal gift should not be accepted if, to a reasonable observer, it might appear that the gift would influence business decisions.

Competitive Behavior

Everest is firmly committed to conducting all our activities honestly, ethically, fairly, and in compliance with the letter and the spirit of all anti-trust and business practice laws. Our anti-trust compliance depends on the commitment of every employee to learn about and carry out the Company's anti-trust policy. Everest has an Anti-trust Compliance Manual available to employees on its intranet. The manual helps employees recognize anti-trust issues that may arise in their activities and provides guidance on how to comply with the law. Any personnel with questions on the legality of a particular decision or action are instructed to contact the Law Department for advice.

In 2023, Everest had zero legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which we were identified as a participant.

Compliance with Laws and Regulations

It is the Company's policy to comply with all laws, rules, and regulations applying to our business. Because these laws, rules, and regulations may vary from state to state and country to country, we encourage directors, officers, and employees to seek advice from the Law Department if they have any questions on the applicable legal rules. We expect good-faith efforts from all directors, officers, and Company personnel in following the spirit and intent of the law.

Fraud Prevention

The Board sets the activities of the Internal Audit Department (IAD), which include safeguarding policyholder and organization assets and involving compliance with:

- Internal Guidelines and Jurisdictional Laws and Regulations

- Market Discipline

- Financial Reporting requirements

- Public Reporting requirements

The IAD conducts audits to identify and assess facts and circumstances of possible fraud or violation of Everest's policy and procedures that may result in prosecution and/or disciplinary action. Periodically, the IAD publishes fraud awareness information to educate staff.

The Board's Audit Committee has established processes for receiving, retaining, and treating complaints related to internal accounting controls, auditing matters, and the confidential, anonymous submission of concerns regarding accounting practices or auditing matters. Under the Employee Complaint Procedures for Accounting and Auditing Matters, employees may submit good-faith complaints regarding accounting or auditing matters to the Chief Audit Officer (CAO) or to the Chair of the Audit Committee without fear of dismissal or retaliation. Employees can forward complaints through the fraud hotline, email, or regular mail. The CAO, with oversight from the Audit Committee, reviews complaints on accounting matters. The CAO maintains a log of all complaints, tracks their receipt, investigates and resolves complaints, and prepares periodic summary reports for the Audit Committee. Everest maintains copies of complaints and the log in accordance with its document retention policy. The internal procedures followed by the CAO in conducting such investigations are available to all Everest employees on its intranet.

We maintain confidentiality to the extent possible, consistent with the need to conduct an adequate review. The Audit Committee prescribes prompt and appropriate corrective action if deemed necessary. The Company will not discharge, demote, suspend, threaten, harass, or in any way discriminate against any employee based on 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 2022 and 2023, Everest had zero whistleblower complaints from employees.

Everest regularly joins hundreds of organizations to participate in International Fraud Awareness Week each November, 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.

In 2023, zero matters were reported to the Chief Audit Officer and the Audit Committee through the means outlined in the ethics guidelines. More information on our complaint procedures is available at https://www.everestglobal.com/us-en/investor-relations/governance.

Reporting Concerns

Employees can raise any concerns relating to violations of law or policy to their supervisors. For cases in which employees' supervisors cannot resolve issues raised, or in which the employees do not want to bring the issues to their supervisors' attention, employees can contact Human Resources to speak with representatives. Human Resources representatives are available to speak to concerned employees about subjects ranging from job concerns to personal issues. Considerable resources are available to our employees through the Human Resources Department to resolve employee concerns. In addition, any concerns about violations of laws or regulations of any kind applicable to Everest may be reported to the Chief Compliance Officer.

Whistleblowing

Our employees are covered by various whistleblowing laws based on their location. Everest had zero whistleblower complaints from employees in 2023.

Everest's full Whistleblower Policy is available at https://www.everestglobal.com/us-en/investor-relations/governance.

Business Ethics Training

Everest provides training to all employees on its policies and procedures. Additional training is also provided to those whose job functions affect the ability of the Company to comply with certain procedures. In 2023, employees received training on our Ethics Guidelines, Code of Ethics, and all other business ethics policies and procedures.

The training and development requirements of our UK-based operations provide training to the staff on matters relating to financial crimes and, as part of the performance management process, staff must complete any assigned training at least annually.

Political Contributions

Everest does not contribute financial or other support to political parties or candidates for public office except where permitted by law and approved in advance by the Board of Directors or the Chief Executive Officer. Company officers and personnel may make political contributions on their own behalf. Company officers and personnel are also free to seek and hold an elective or appointive public office, provided that they not do so as a representative of the Company.

In 2023, we separated the roles of General Counsel and Chief Compliance Officer, who leads a separate group-level Compliance Department that functions as a second line of defense to ensure that legal, regulatory, and ethics risks across the Company are effectively and efficiently controlled. Our Chief Compliance Officer reports to our CEO and the Chair of the Board's Audit Committee ensures that the Compliance Department collaborates with the insurance and reinsurance businesses and support functions to create and maintain control regimes by receiving complaints, undertaking risk assessments, testing, consulting on and investigating identified issues in the areas specified below, monitoring compliance policy governance, and training.

The Compliance Department focuses on several subject areas, including:

- OFAC Sanctions and money laundering
- Insurance and Reinsurance Law and Regulation
- Anti-Trust
- Anti-Fraud
- Conduct, Ethics Guidelines, Conflicts of Interest
- Employee Stock Trading
- Privacy and Data Security, Cybersecurity
- Records Management

Cybersecurity and Data Privacy

Everest is committed to safeguarding the data we collect, receive, transfer, and store while conducting business around the world. We maintain a comprehensive cybersecurity program that includes strong oversight, employee training, and policies that are designed to manage risks and protect against cyberattacks.

Cybersecurity Governance

Our Board views cybersecurity as a Company-wide concern involving people, processes, and technology. Accordingly, we have robust policies and procedures that comply with applicable privacy and data protection laws wherever we conduct business.

Everest also has a Group Chief Information Security Officer (CISO) and separate Chief Information Officer (CIO) who are responsible for Everest's information security, technology risk management, and data privacy and protection programs. The CISO further provides regular updates to the Board and senior leadership. The team's practices are based on the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and NIST Privacy Framework. Maturity is assessed annually against the NIST CSF. Our executive-level Cybersecurity and Technology Risk Committee and Data Risk and Privacy Council provide further governance and oversight of our cybersecurity and data privacy program. This ensures that we abide by data security, privacy, and protection regulations, remediate risks, and manage cybersecurity incidents in an efficient, effective, and responsible manner.[12]

Our Everest Information Technology (EIT) team also focuses on specific critical areas that support Everest's technology needs. Its practices are informed by our IT Infrastructure Library, which maintains best practices and guidelines for managing and improving IT services.

Employees can further escalate suspected cybersecurity incidents via email, hotline, or a ticket system. Each of these channels ensures that threats are flagged and raised to appropriate individuals.

Strategy

Everest has established a Three Lines of Defense model to protect against cyberattacks, which includes IT, Enterprise Risk Management, and Internal and External Audit. Additionally, cybersecurity and technology risks are reviewed by the Operational Risk Committee, Cybersecurity and Technology Risk Committee, and Data Risk and Privacy Council. These units review Quarterly Business Reviews and Monthly Operational Reports.

Furthermore, Everest applies vulnerability management standards to ensure a risk-based approach to identify and remediate vulnerabilities that could expose the Company to a cyberattack and/or data breach. At least annually, we conduct risk assessments for cybersecurity resilience using third-party external "ethical hackers." These ethical hackers perform penetration tests and risk assessments to evaluate our cybersecurity infrastructure and identify potential vulnerabilities, allowing us to address vulnerabilities in our systems and proactively protect against cybersecurity threats. We also use an independent firm to run Cyber Incident Simulation Exercises to test our ability to respond to cyber incidents.

As part of our membership with Lloyd's of London, we are further certified in Cyber Essentials, which indicates that we have appropriate controls and standards implemented across five cybersecurity risk disciplines. External companies also assess our program against the NIST CSF.

[12] As of December 31, 2023, Everest has not identified any substantiated complaints regarding breaches of customer privacy or losses of customer data.

Annually, we review and refresh our information security policies based on our evolving business model and adoption of digital platforms, all in compliance with regulatory obligations in the jurisdictions where we conduct business. Our CISO oversees global compliance with our various IT policies. Everest's IT policies apply to employees, temporary employees, contractors, consultants, interns, and volunteers at the Company. In 2023, all employees were required to complete a Technology Use Policy Training that outlined acceptable and unacceptable use of Company Technology and Information no matter where users may be operating across the globe. This Technology Use Policy ensures the risks associated with unacceptable use of technology are adequately managed to support business objectives and provide effective information security in compliance with all applicable laws, rules, and regulations. Additional guidance on expectations and requirements relating to the security of Everest's information is outlined in its Corporate IT Security Program, which is available to employees on the Company's intranet.

Everest also has defined record retention policies based on data type.

Our diligence surrounding cybersecurity extends to the third-party vendors that we engage to perform a variety of services. Everest Information Technology (EIT) assesses such third-party vendors to determine any potential risks that they may pose. We regularly conduct security assessments of such vendors, and the Company maintains a process to oversee and manage risks from cybersecurity threats associated with its use of such vendors. For example, we rank vendors based on the potential risks they may pose, and we require those tiered moderate, high, or critical 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.

2023 Highlights

95% completion rate
of annual security
awareness training

98% pass rate
by employees in
annual phishing test

**3.2M blocked
spam emails**
per month

**2.7M blocked
web threats**
per month

Zero
data security breaches

Zero
security breaches involving
personally identifiable information

Zero
customers affected by
security breaches

Click rate performance
in monthly phishing tests
exceeds industry baselines

Cybersecurity Transformation Program

We continue to make good progress on our multi-year Cybersecurity Transformation Program, which started in 2020 and is comprised of workstreams intended to remediate the key risks identified by our internal risk assessments. The program has ensured that Everest remains compliant with the New York Department of Financial Services' new cybersecurity regulations for all financial institutions, as well as key global data privacy laws and U.S. State regulations in jurisdictions in which we operate. Our program and controls align with the NIST Cybersecurity Framework. This framework is designed to ensure that we provide preventative, detective, and responsive measures that are timely, comprehensive, systematic, and aligned with industry standards, regulatory requirements, and the Company's risk management framework. Everest has established roles and responsibilities for cybersecurity incident response in its cybersecurity program. The actual methods of incident response employed differ based on the type and nature of the incident. However, our approach almost always leverages internal teams and outside advisors to support response and recovery efforts. Issues are further escalated, as a matter of standard process, to senior management, and we notify cybersecurity incidents to law enforcement and regulatory bodies as required by law.

We maintain intrusion detection, network firewall protections, advanced threat protection, antivirus, anti-spyware, anti-spam, DDoS, and other protections to secure the Company's critical infrastructure. We also maintain a Security Operations team that provides enhanced early detection of cyber threats, actively performs 24x7x365 management of security tools, monitors and responds to security alerts, and initiates incident response protocols. We use various processes, including compiling security metrics, conducting vulnerability scans, regularly remediating software and hardware vulnerabilities, external penetration testing, internal phishing testing, and conducting red team exercises and cyber incident response exercises to ensure the effectiveness of the overall cybersecurity control environment.

Cybersecurity Training and Awareness

We complement our internal security systems and policies with additional education and training. We recognize that cyber threats are becoming more advanced. Accordingly, we are proactive in training and educating our employees to be aware and cautious of potential threats. For example, Everest offers several IT-related trainings via its intranet and provides resources to assist employees in understanding and recognizing potential threats that they may encounter.

All Everest employees undergo several hours of mandatory training per year on cybersecurity, data privacy, secure development, and Sarbanes-Oxley compliance. For example, all employees are required to complete annual Cybersecurity Awareness and Privacy training and to participate in unannounced monthly phishing exercises. Employees who fail to detect an attempted "phishing" during the monthly exercises are required to attend remedial training.

In addition to mandatory training, IT distributes numerous firmwide communications and hosts informational events throughout the year. A dedicated site accessible through the Company homepage provides communications that include cyber safety tips, guidance on phishing scam prevention, and how to report suspected fraud, theft, and security incidents. In 2023, the Cybersecurity team offered activities throughout October in conjunction with Cybersecurity Awareness Month. Events included trivia and a live phishing simulation to promote awareness.

Board Oversight

Our Board formally oversees cybersecurity through its Risk Management Committee.

Appendix A: Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions by activity

		YTE 2023	YTE 2022
Scope 1—Direct emissions (U.S. and overseas operations[1])			
Stationary combustion	tCO$_2$e	0.0	0.0
Mobile combustion—fleet vehicles	tCO$_2$e	0.0	0.0
Total Scope 1	**tCO$_2$e**	**0.0**	**0.0**
Scope 2—Indirect emissions (U.S. and overseas operations)[2]			
Purchased Electricity (location based)*	tCO$_2$e	1,771.3	1,760.0
Purchased Electricity (market based)*	tCO$_2$e	1,833.2	1,784.6
Purchased Steam, Heat, & Cooling*	tCO$_2$e	352.4	382.1
Total Scope 2 (market based)*	**tCO$_2$e**	**2,185.6**	**2,166.7**
Scope 3—Other indirect emissions*			
Category 1—Purchased Goods and Services*	tCO$_2$e	66,438.1	33,355.1
Category 2—Capital Goods*	tCO$_2$e	822.4	1,504.5
Category 5—Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
Category 6—Business travel*	tCO$_2$e	9,022.0	2,485.5
Business travel—air (commercial)	tCO$_2$e	2,484.0	458.8
Business travel—air (private)*	tCO$_2$e	6,330.8	1,812.7
Business travel—rail & public transit	tCO$_2$e	15.1	9.3
Business travel—passenger car, taxi, & coach*	tCO$_2$e	192.1	204.7

Greenhouse gas (GHG) emissions by activity

		YTE 2023	YTE 2022
Category 7—Employee Commuting (market based) (U.S. only)	tCO$_2$e	6,300.7	5,665.0
Employee Commuting (U.S. only)	tCO$_2$e	2,529.0	2,550.8
Homeworker Energy Use (location based) (U.S. only)	tCO$_2$e	1,877.9	1,547.5
Homeworker Energy Use (market based) (U.S. only)	tCO$_2$e	1,893.9	1,566.7
Category 8—Upstream Leased Assets[2]	tCO$_2$e	630.3	nr
Electricity Use (market based) (included in rent)—leased offices	tCO$_2$e	336.3	nr
Fossil Fuel Use (included in rent)—leased offices	tCO$_2$e	294.0	nr
Category 9—Downstream Transportation and Distribution*	tCO$_2$e	853.1	658.10
Total Scope 3 (market based)*	**tCO$_2$e**	**84,066.6**	**43,668.1**
Total GHG Emissions (Scopes 1, 2—market based, & 3)*	**tCO$_2$e**	**86,252.2**	**45,834.8**

1. *No direct GHG emissions within U.S. operations during period this report covers*

2. *Where insufficient data was available to determine Scope 2 GHG emissions of a facility, this data was excluded from Scope 2, and instead estimated and reported in "Scope 3 Category 8—Upstream Leased Assets" as part of the GHG emissions from electricity and/or fossil fuel use included in rent.*

3. *Indirect GHG emissions from waste generated in operations are only included for some facilities at this time (those for which waste data was available).*

NOTE: The Scope and Boundary of GHG emissions reported for 2023 have been expanded as compared to those reported for 2022. Some previously reported GHG emissions have also been broken out across a more granular set of categories.

* *indicates fields for which prior year (2022) data has been recalculated to enable a meaningful comparison with data reported for the current year. "nr" indicates items that were not reported in the prior year(s) indicated.*

Scope 2 Greenhouse gas (GHG) emissions by U.S. and overseas

		YTE 2023	YTE 2022
Scope 2—Indirect emissions—U.S.[1]			
Purchased Electricity—U.S. (location based)[1]*	tCO$_2$e	1,664.2	1,610.6
Purchased Electricity—U.S. (market based)[1]*	tCO$_2$e	1,710.4	1,613.0
Purchased Steam, Heat, & Cooling—U.S.[1]*	tCO$_2$e	352.4	382.1
Total Scope 2—U.S. (market based)[1,2]*	**tCO$_2$e**	**2,062.8**	**1,995.1**
Scope 2—Indirect emissions—overseas[1]			
Purchased Electricity—overseas (location based)[1]	tCO$_2$e	107.1	149.4
Purchased Electricity—overseas (market based)[1]	tCO$_2$e	122.8	171.6
Purchased Steam, Heat, & Cooling—overseas[1]	tCO$_2$e	–	–
Total Scope 2—overseas (market based)[1]	**tCO$_2$e**	**122.8**	**171.6**
Total GHG Emissions (Scope 2—market based)[1]*	**tCO$_2$e**	**2,185.6**	**2,166.7**

1. *Where insufficient data was available to determine Scope 2 GHG emissions of a facility, this data was excluded from Scope 2, and instead estimated and reported in "Scope 3 Category 8—Upstream Leased Assets" as part of the GHG emissions from electricity and/or fossil fuel use included in rent.*

NOTE: The Scope and Boundary of GHG emissions reported for 2023 have been expanded as compared to those reported for 2022. Some previously reported GHG emissions have also been broken out across a more granular set of categories.

* *indicates fields for which prior year (2022) data has been recalculated to enable a meaningful comparison with data reported for the current year.*

Greenhouse gas (GHG) emissions & energy use by US facility[1,3]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
Atlanta	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	excl.[2]	*
		GHG from Purchased Electricity (market based)	tCO_2e	excl.[2]	*
		Purchased Electricity	kWh	excl.[2]	*
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	excl.[2]	nr
		Indirect use of Natural Gas	therms	excl.[2]	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	75.3	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	75.8	nr
		Electricity Use–included in rent	kWh	184,908	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	12.4	nr
		Fossil Fuel Use–included in rent	therms	2,331	nr
Boston	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	45.1	39.0
		GHG from Purchased Electricity (market based)	tCO_2e	45.3	39.1
		Purchased Electricity	kWh	183,888	161,200
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Carmel	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	–	nr
		GHG from Purchased Electricity (market based)	tCO_2e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	95.4	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	99.9	nr
		Electricity Use–included in rent	kWh	209,124	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	25.3	nr
		Fossil Fuel Use–included in rent	therms	4,757	nr
Chicago–ENIC	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	19.8	16.8
		GHG from Purchased Electricity (market based)	tCO_2e	20.7	16.8
		Purchased Electricity	kWh	43,404	37,303
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	excl.[2]	36.0
		Indirect use of Natural Gas	therms	excl.[2]	6,784
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	32.0	nr
		Fossil Fuel Use–included in rent	therms	6,019	nr
Hartford	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	–	nr
		GHG from Purchased Electricity (market based)	tCO_2e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	17.5	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	17.6	nr
		Electricity Use–included in rent	kWh	71,291	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	5.9	nr
		Fossil Fuel Use–included in rent	therms	1,105	nr
Houston	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	56.7	2.0
		GHG from Purchased Electricity (market based)	tCO_2e	66.8	2.2
		Purchased Electricity	kWh	161,563	5,332
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	excl.[2]	nr
		Indirect use of Natural Gas	therms	excl.[2]	nr

Greenhouse gas (GHG) emissions & energy use by US facility[1,3]

Facility	Scope		Unit	YTE 2023	YTE 2022
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	39,714	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	11.8	nr
		Fossil Fuel Use–included in rent	therms	2,217	nr
Los Angeles	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	7.9	7.8
		GHG from Purchased Electricity (market based)	tCO$_2$e	8.5	8.0
		Purchased Electricity	kWh	34,743	33,464
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	116,986	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	10.1	nr
		Fossil Fuel Use–included in rent	therms	1,897	nr
Miami	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	2.5	2.0
		GHG from Purchased Electricity (market based)	tCO$_2$e	2.6	2.0
		Purchased Electricity	kWh	6,837	5,216

Greenhouse gas (GHG) emissions & energy use by US facility[1,3]

Facility	Scope		Unit	YTE 2023	YTE 2022
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	14.4	nr
		Fossil Fuel Use–included in rent	therms	2,720	nr
New York City	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	176.2	138.5
		GHG from Purchased Electricity (market based)	tCO$_2$e	176.5	138.5
		Purchased Electricity	kWh	438,028	480,080
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	nr
		Indirect use of Natural Gas	therms	excl.[2]	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	82.3	nr
		Fossil Fuel Use–included in rent	therms	12,395	nr
Orange	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	25.6	35.9

Greenhouse gas (GHG) emissions & energy use by US facility[1,3]

Facility	Scope		Unit	YTE 2023	YTE 2022
		GHG from Purchased Electricity (market based)	tCO$_2$e	27.6	36.8
		Purchased Electricity	kWh	112,899	153,678
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	15.8	nr
		Indirect use of Natural Gas	therms	2,970	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	28,509	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Philadelphia	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	33.9	37.8
		GHG from Purchased Electricity (market based)	tCO$_2$e	34.7	37.8
		Purchased Electricity	kWh	113,103	127,203
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	12.2	nr
		Fossil Fuel Use–included in rent	therms	2,294	nr

Greenhouse gas (GHG) emissions & energy use by US facility[1,3]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
San Francisco	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	6.1	6.4
		GHG from Purchased Electricity (market based)	tCO_2e	6.6	6.5
		Purchased Electricity	kWh	26,968	27,264
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	2.2	1.6
		Indirect use of Natural Gas	therms	408	295
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Stamford	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	–	nr
		GHG from Purchased Electricity (market based)	tCO_2e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	38.9	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	39.1	nr
		Electricity Use–included in rent	kWh	158,700	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	13.1	nr
		Fossil Fuel Use–included in rent	therms	2,459	nr
Tampa	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	excl.[2]	24.1
		GHG from Purchased Electricity (market based)	tCO_2e	excl.[2]	24.2
		Purchased Electricity	kWh	excl.[2]	63,303
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	33.9	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	35.0	nr
		Electricity Use–included in rent	kWh	91,368	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	6.1	nr
		Fossil Fuel Use–included in rent	therms	1,152	nr
Walnut Creek	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	1.8	20.9
		GHG from Purchased Electricity (market based)	tCO_2e	1.9	21.4
		Purchased Electricity	kWh	7,882	89,529
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	8.2	nr
		Fossil Fuel Use–included in rent	therms	1,537	nr
Warren	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	1,288.7	1,279.4
		GHG from Purchased Electricity (market based)	tCO_2e	1,319.0	1,279.7
		Purchased Electricity	kWh	4,303,047	4,303,894
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	334.5	344.5
		Indirect use of Natural Gas	therms	62,969	64,868
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	21,732.0	nr
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO_2e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr

1. No direct GHG emissions within U.S. operations during period this report covers.

2. Where insufficient data was available to determine Scope 2 GHG emissions of a facility (either from purchased electricity or purchased steam, heat & cooling), this data was excluded from Scope 2, and instead estimated (using the average electricity, natural gas, and/or steam use per square foot at office buildings located in comparable census or climate zones, as provided in the 2018 Commercial Building Energy Consumption Survey (CBECS) data published by the U.S. Energy Information Administration). These estimates are reported in "Scope 3 Category 8–Upstream Leased Assets" as part of the GHG emissions from electricity and/or fossil fuel use included in rent.

3. Indirect GHG emissions from waste generated in operations are only included for some facilities at this time (those for which waste data was available).

NOTE: The Scope and Boundary of GHG emissions reported for 2023 have been expanded as compared to those reported for 2022.

*   indicates fields that have been subject to scope and/or boundary changes that prevent a meaningful comparison with emissions reported in prior year(s).
    "nr" indicates items that were not reported in the prior year(s) indicated.

Greenhouse gas (GHG) emissions & energy use by International facility[1,3,4]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
Barcelona	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	nr
		Electricity Use–included in rent	kWh	excl.[4]	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	excl.[4]	nr
		Fossil Fuel Use–included in rent	therms	excl.[4]	nr
Bermuda	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	56.3	59.7
		GHG from Purchased Electricity (market based)	tCO$_2$e	70.9	75.1
		Purchased Electricity	kWh	94,116	99,766
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	124,365	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr

Greenhouse gas (GHG) emissions & energy use by International facility[1,3,4]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Brazil	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	1.8	1.6
		GHG from Purchased Electricity (market based)	tCO$_2$e	2.1	2.0
		Purchased Electricity	kWh	7,566	7,025
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Brussels	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	nr

Greenhouse gas (GHG) emissions & energy use by International facility[1,3,4]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	nr
		Electricity Use–included in rent	kWh	excl.[4]	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	excl.[4]	nr
		Fossil Fuel Use–included in rent	therms	excl.[4]	nr
Chile	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	8.7
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	11.4
		Purchased Electricity	kWh	excl.[2]	17,346
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	22.3	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	29.4	nr
		Electricity Use–included in rent	kWh	44,752	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Dublin	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	5.1
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	7.4
		Purchased Electricity	kWh	excl.[2]	16,480
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr

Greenhouse gas (GHG) emissions & energy use by International facility[1,3,4]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	11.5	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	16.6	nr
		Electricity Use–included in rent	kWh	37,274	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	3.1	nr
		Fossil Fuel Use–included in rent	therms	578	nr
Dusseldorf	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	nr
		Electricity Use–included in rent	kWh	excl.[4]	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	excl.[4]	nr
		Fossil Fuel Use–included in rent	therms	excl.[4]	nr
London	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	47.0	63.9
		GHG from Purchased Electricity (market based)	tCO$_2$e	46.4	63.1
		Purchased Electricity	kWh	146,804	199,765

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	nr
		Indirect use of Natural Gas	therms	excl.[2]	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	32,409.0	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	20.3	nr
		Fossil Fuel Use–included in rent	therms	3,819	nr
Madrid	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	–[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	–[5]
		Purchased Electricity	kWh	excl.[2]	–[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–[5]
		Indirect use of Natural Gas	therms	–	–[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	–[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	7.3	–[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	7.3	–[5]
		Electricity Use–included in rent	kWh	25,638	–[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	1.7	–[5]
		Fossil Fuel Use–included in rent	therms	323	–[5]

Facility	Scope	Metric	Unit	YTE 2023	YTE 2022
Paris	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	nr
		Electricity Use–included in rent	kWh	excl.[4]	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	excl.[4]	nr
		Fossil Fuel Use–included in rent	therms	excl.[4]	nr
Rotterdam	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	2.1	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	3.4	nr
		Purchased Electricity	kWh	7,516	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	nr
		Indirect use of Natural Gas	therms	excl.[2]	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	nr
		Electricity Use–included in rent	kWh	–	nr

Greenhouse gas (GHG) emissions & energy use by International facility[1,3,4]

Facility	Scope	Item	Unit	YTE 2023	YTE 2022
Singapore		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	2.7	nr
		Fossil Fuel Use–included in rent	therms	499	nr
	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	10.4
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	12.6
		Purchased Electricity	kWh	excl.[2]	33,312
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	nr
		Electricity Use–included in rent	kWh	excl.[4]	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	nr
		Fossil Fuel Use–included in rent	therms	–	nr
Toronto	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	5.1	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	13.3	nr
		Electricity Use–included in rent	kWh	294,685	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	24.3	nr
		Fossil Fuel Use–included in rent	therms	4,566	nr
Zurich	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	nr
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	nr
		Purchased Electricity	kWh	–	nr
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	nr
		Indirect use of Natural Gas	therms	–	nr
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	nr
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	2.6	nr
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	2.1	nr
		Electricity Use–included in rent	kWh	69,624	nr
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	14.6	nr
		Fossil Fuel Use–included in rent	therms	2,751	nr

1. No direct GHG emissions within U.S. operations during period this report covers.

2. Where insufficient data was available to determine Scope 2 GHG emissions of a facility (either from purchased electricity or purchased steam, heat & cooling), this data was excluded from Scope 2, and instead estimated (using the average electricity, natural gas, and/or steam use per square foot at office buildings located in comparable census or climate zones, as provided in the 2018 Commercial Building Energy Consumption Survey (CBECS) data published by the U.S. Energy Information Administration). These estimates are reported in "Scope 3 Category 8–Upstream Leased Assets" as part of the GHG emissions from electricity and/or fossil fuel use included in rent.

3. Indirect GHG emissions from waste generated in operations are only included for some facilities at this time (those for which waste data was available).

4. GHG emissions due to energy use included in rent at the Barcelona, Brussels, Dusseldorf, Paris, and Singapore facilities are not currently included in this report.

5. The Madrid facility opened at the end of October 2023.

NOTE: The Scope and Boundary of GHG emissions reported for 2023 have been expanded as compared to those reported for 2022.

* indicates fields that have been subject to scope and/or boundary changes that prevent a meaningful comparison with emissions reported in prior year(s). "nr" indicates items that were not reported in the prior year(s) indicated.

Everest's 2023 GHG emissions were calculated by an outside independent consultant. The consultant further completed an assurance and verification of the data that applies to emissions generating activities within the following organizational and operational boundaries:

Boundary and Scope of Independent GHG Emission and Energy Consumption Data Verification

Organizational Boundary: Operational Control Approach

Operational Boundary

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 operations for the period this report 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 and natural gas use at owned or leased premises; and pro-rated share of purchased electricity use, natural gas use, and district steam use, in leased premises for which company is billed by landlord on a prorated basis. Excluding: Barcelona, Brussels, Dusseldorf, Paris and Singapore facilities for which no, or insufficient, data was available.

Scope 3 (other indirect GHG emissions): Including: Category 1—Purchased Goods and Services; Category 2—Capital Goods; Category 5—Waste Generation in Operations, including only a limited number of facilities, for which data was available (excluding all other facilities), Category 6—Business Travel, including by air (both commercial airlines and private jets), rail, public transit, and private passenger vehicle (including taxi, coach, short term vehicle rentals, and mileage claims for use of personal vehicles); Category 7—Employee Commuting, including both emissions from in office or hybrid employee commutes, and additional energy use by hybrid and remote employees while working from home; Category 8—Upstream Leased Assets, including energy use included in the rent of leased offices (excluding: Barcelona, Brussels, Dusseldorf, Paris and Singapore facilities for which no, or insufficient, data was available.); and Category 9—Downstream Transportation and Distribution. Excluding: all other indirect GHG emissions.

Activity Period: January 1, 2023 – December 31, 2023

Greenhouse Gasses

For the purposes of this report, 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 (CO2); methane (CH4); nitrous oxide (N2O); hydrofluorocarbons (HFCs); perfluorocarbons (PFs); and sulfur hexafluoride (SF6), plus nitrogen trifluoride (NF3). GHG emissions are reported using the universal unit of measurement, CO2 equivalent (CO2e) 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 this report 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 primarily from the U.S. EPA's "GHG Emission Factors Hub 2024".

Appendix B: Demographic and Performance Tables

Total Employees Hired: 763 employees

| | By Gender | | | By Age | | | By Region | | | | | | | |
	Male	Female	Not declared	<30	30-50	>50	U.S.	Canada	S. America	Europe	Asia	Bermuda	Oceana	Mexico
2023	411	337	15	196	434	133	451	27	34	187	32	5	14	13
2022	401	345	15	195	420	146	511	21	21	177	22	9	N/A*	N/A*
2021	228	199	N/A*	138	223	91	343	21	8	70	4	6	N/A*	N/A*
2020	152	120	N/A*	88	136	55	207	14	3	49	2	4	N/A*	N/A*
2019	180	157	N/A*	103	180	54	258	16	0	59	0	4	N/A*	N/A*

*data not available for reporting year.

Rate of Employees Hired (%)

| | By Gender | | | By Age | | | By Region | | | | | | | |
	Male	Female	Not declared	<30	30-50	>50	U.S.	Canada	S. America	Europe	Asia	Bermuda	Oceana	Mexico
2023	17	14	<1	8	18	6	19	1	1	8	1	<1	<1	<1
2022	21	18	N/A*	10	22	8	27	1	1	1	1	<1	N/A*	N/A*
2021	13	12	N/A*	8	13	5	20	1	0	4	0	0	N/A*	N/A*
2020	10	8	N/A*	6	9	3	13	1	0	3	0	0	N/A*	N/A*
2019	11	10	N/A*	7	11	3	16	1	0	4	0	<1	N/A*	N/A*

*data not available for reporting year.

Total Employee Turnover: 317 employees

| | By Gender | | | By Age | | | By Region | | | | | | |
	Male	Female	Not declared	<30	30-50	>50	U.S.	Canada	S. America	Europe	Asia	Bermuda	Oceana
2023	167	141	9	82	135	100	213	13	7	17	9	2	1
2022	192	170	9	150	129	92	307	15	2	39	2	6	N/A*
2021	133	135	N/A*	55	130	88	226	9	1	27	3	7	N/A*
2020	76	72	N/A*	28	75	47	115	7	0	23	2	3	N/A*
2019	78	74	N/A*	32	71	49	123	11	0	16	1	1	N/A*

Rate of Employee Turnover (%)

| | By Gender | | | By Age | | | By Region | | | | | | |
	Male	Female	Not declared	<30	30-50	>50	U.S.	Canada	S. America	Europe	Asia	Bermuda	Oceana
2023	6	5	<1	3	5	4	8	<1	<1	<1	<1	<1	<1
2022	8	7	<1	6	5	4	13	<1	<1	2	<1	<1	N/A*
2021	8	8	N/A*	3	8	5	13	1	0	2	0	0	N/A*
2020	5	5	N/A*	2	5	3	7	0	0	1	0	0	N/A*
2019	5	5	N/A*	2	5	3	8	7	0	1	<1	<1	N/A*

*data not available for reporting year.

U.S. Parental Leave (PL)

	Total No. of Employees Entitled to PL			Total No. of Employees that Took PL		Total No. of Employees that Returned from PL		Total No. of Employees Still Employed 12 Months After Returning from PL		Rate of Employees that Returned to Work after PL		Rate Of Employees That Remained Employed 12 Months After Returning from PL	
	Male	Female	Not declared	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2023	926	870	3	46	31	46	31	46	31	100%	100%	100%	100%
2022	1135	1060	6	85	42	85	38	77	37	100%	90%	91%	97%
2021	796	718	N/A*	38	16	38	16	36	16	100%	100%	95%	100%
2020	637	573	N/A*	15	15	15	14	15	14	100%	93%	100%	100%
2019	571	505	N/A*	19	13	19	13	17	13	100%	100%	89%	100%

*data not available for reporting year.

Diversity of the Board of Directors

	By Gender		By Age			By Race or Ethnic Group					
	Male	Female	<30	30–50	>50	White	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Other
2023	6	3	0	0	9	8	0	0	1	0	0
2022	6	3	0	0	9	8	0	0	1	0	0
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	1	0	0	8	8	0	0	0	0	0

Diversity of Executive Leadership (%)

	By Gender		By Age			By Race or Ethnic Group							
	Male	Female	<30	30–50	>50	White	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Other	Two or More Races	Not Disclosed
2023	76	24	0	32	68	81	6	4	4	0	0	1	4
2022	76	24	0	27	73	79	6	6	4	1	6	N/A*	N/A*
2021	75	25	0	28	72	82	5	5	5	0	2	N/A*	N/A*
2020	81	19	0	26	74	88	2	2	7	0	0	N/A*	N/A*
2019	81	19	0	33	67	87	6	6	2	0	0	N/A*	N/A*

*data not available for reporting year.

Diversity of U.S. Employees (%): 2,029 employees

	By Gender			By Age			By Race or Ethnic Group								
	Male	Female	Not declared	<30	30–50	>50	White	American Indian or Alaska Native	Asian	Black/ African American	Hispanic/ Latino	Pacific Islander	Two or More Races	Other	Not Disclosed
2023	52	48	<1	17	51	32	60	<1	17	9	10	0	1	<1	2
2022	52	48	0	16	50	34	61	0	17	9	10	<1	N/A*	3	N/A*
2021	53	47	0	16	48	36	63	0	16	7	9	0	N/A*	1	N/A*
2020	53	47	0	15	47	38	67	0	15	7	9	0	N/A*	2	N/A*
2019	52	48	0	14	48	38	67	0	16	7	8	<1	N/A*	1	N/A*

*data not available for reporting year.

Benefits Provided to U.S. Employees

		Life Insurance	Healthcare	Disability and Invalidity	Parental Leave	Retirement Provision	Stock Ownership	Other
2023	Full-Time Employees	X	X	X	X	X	X	
	Part-Time Employees	X	X	X	X	X		
	Temporary Employees							
2022	Full-Time Employees	X	X	X	X	X	X	
	Part-Time Employees	X	X	X	X	X		
	Temporary Employees							
2021	Full-Time Employees	X	X	X	X	X	X	PTO, paid parental leave, employee discounts, employee assistance program, genetic testing, diabetes management programs, legal benefits, identity theft benefits, opportunity for continued learning development, student loan repayment program, student loan counseling and refinancing, wellness, flexible spending accounts
	Part-Time Employees	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							

Appendix C: 2022 U.S. Equal Employment Opportunity Commission EEO-1 Data

Job Categories	Hispanic or Latino		Not Hispanic or Latino — Male						Not Hispanic or Latino — Female						Row Total
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	0	40	3	4	0	0	0	13	1	0	0	0	1	65
First/Mid-Level Officials and Managers	23	24	279	15	75	0	0	4	200	24	42	0	1	0	687
Professionals	48	72	270	25	86	1	1	4	237	50	81	3	1	5	884
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	4	14	17	11	1	0	0	1	48	30	10	0	0	3	139
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current 2022 Reporting Year Total	**78**	**110**	**606**	**54**	**166**	**1**	**1**	**9**	**498**	**105**	**133**	**3**	**2**	**9**	**1175**
Prior 2021 Reporting Year Total	71	76	556	39	131	1	0	12	445	77	120	2	1	9	1540

* Updated EEO-1 data will be available on Everest's website at https://www.everestglobal.com/us-en/esg-at-everest/overview.

**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 regarding gender and ethnicity to ensure that our compensation practices support pay equity.

Appendix D: TCFD Index

Topic	Recommended Disclosure	Reference
Governance: Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21 ESG Governance, pg. 45
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21 ESG Governance, pg. 45
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	*2023 Corporate Responsibility Report:* Our ESG Strategy, pgs. 12-13 Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
	b) Describe the organization's processes for managing climate-related risks.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21
Metrics and Targets: 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.	*2023 Corporate Responsibility Report:* Climate Risk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21 Operational Impact, pgs. 24-25
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	*2023 Corporate Responsibility Report:* Emissions, pg. 24 Appendix A: Greenhouse Gas Emissions, pgs. 55-62
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	*2023 Corporate Responsibility Report:* Operational Impact, pgs. 24-25

Appendix E: PSI Index

Principle 1	
We will embed in our decision-making environmental, social and governance issues relevant to our insurance business.	
Our ESG Strategy Climate Risk Management Underwriting and Catastrophe Modeling Other ESG-related Underwriting Activities	Pgs. 12-14 Pgs. 16-17 Pg. 18 Pgs. 19-21
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.	
Key Climate-related Partnerships and Memberships Climate Risk Management Underwriting and Catastrophe Modeling Other ESG-related Underwriting Activities	Pg. 14 Pgs. 16-17 Pg. 18 Pgs. 19-21
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.	
Key Climate-related Partnerships and Memberships	Pg. 14
Principle 4	
We will demonstrate accountability and transparency in regularly disclosing publicly our progress in implementing the Principles.	
2023 Corporate Responsibility Report	Pgs. 3-71

Appendix F: PRI Index

Principle 1	
We will incorporate ESG issues into investment analysis and decision-making processes.	
Investment Oversight	Pg. 22
Principle 2	
We will be active owners and incorporate ESG issues into our ownership policies and practices.	
Investment Strategy	Pgs. 22-23
Principle 3	
We will seek appropriate disclosure on ESG issues by the entities in which we invest.	
Investment Strategy	Pgs. 22-23
Principle 4	
We will promote acceptance and implementation of the Principles within the investment industry.	
Investment Strategy	Pgs. 22-23
Principle 5	
We will work together to enhance our effectiveness in implementing the Principles.	
Responsible Investing	Pgs. 22-23
Principle 6	
We will each report on our activities and progress towards implementing the Principles.	
Responsible Investing	Pgs. 22-23

Appendix G: GRI Content Index

Statement of use	Everest Re Group, Ltd. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	*2023 Corporate Responsibility Report:* Company Portrait, pgs. 7-10 Economic Performance, pg. 11
	2-2 Entities included in the organization's sustainability reporting	*2023 Corporate Responsibility Report:* About This Report, pg. 14
	2-3 Reporting period, frequency and contact point	This report covers fiscal year 2023 (January 1, 2023 – December 31, 2023). Everest will continue to publish at least biennially, with supplemental disclosures as applicable. For questions regarding this report, please contact Ricardo Anzaldua, Executive Vice President and General Counsel, or Sylvia Semerdjian, Senior Vice President and Associate General Counsel.
	2-4 Restatements of information	N/A
	2-5 External assurance	*2023 Corporate Responsibility Report:* Appendix A: Greenhouse Gas Emissions, pg. 62
	2-6 Activities, value chain and other business relationships	*2023 Corporate Responsibility Report:* Company Portrait, pgs. 7-10 Supply Chain, pg. 25
	2-7 Employees	*2023 Corporate Responsibility Report:* Appendix B: Demographic and Performance Tables, pgs.
	2-9 Governance structure and composition	*2023 Corporate Responsibility Report:* Transparency and Accountability, pgs. 42-54
	2-10 Nomination and selection of the highest governance body	*2023 Corporate Responsibility Report:* Corporate Governance, pg. 43-44 *2024 Proxy Statement,* pgs. 8-34
	2-11 Chair of the highest governance body	*2023 Corporate Responsibility Report:* Corporate Governance, pg. 43-44 *2024 Proxy Statement,* pgs. 17
	2-12 Role of the highest governance body in overseeing the management of impacts	*2023 Corporate Responsibility Report:* Corporate Governance, pgs. 43-44 ESG Governance, pgs. 45 *2024 Proxy Statement,* pgs. 18-30
	2-13 Delegation of responsibility for managing impacts	*2023 Corporate Responsibility Report:* Corporate Governance, pgs. 43-44 ESG Governance, pgs. 45 *2024 Proxy Statement,* pgs. 18-30

GRI STANDARD	Disclosure	Location
	2-14 Role of the highest governance body in sustainability reporting	*2023 Corporate Responsibility Report:* About This Report, pg. 14 ESG Governance, pg.45
	2-15 Conflicts of interest	*2023 Corporate Responsibility Report:* Conflicts of Interest, pg. 48
	2-16 Communication of critical concerns	*2023 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 47-51
	2-17 Collective knowledge of the highest governance body	*2023 Corporate Responsibility Report:* Board Composition and Diversity, pg. 43 ESG Governance, pg. 45
	2-18 Evaluation of the performance of the highest governance body	*2023 Corporate Responsibility Report:* Board Nomination and Selection, pg. 43
	2-19 Remuneration policies	*2023 Corporate Responsibility Report:* Compensation, pg. 44 *2024 Proxy Statement,* pgs. 38-73
	2-20 Process to determine remuneration	*2024 Proxy Statement,* pgs. 38-73
	2-21 Annual total compensation ratio	*2024 Proxy Statement,* pg. 73
	2-22 Statement on sustainable development strategy	*2023 Corporate Responsibility Report:* Letter from the CEO, pg. 3
	2-23 Policy commitments	Everest's Environmental Policy and Responsible Investment Policy are available at https://www.everestglobal.com/us-en/esg-at-everest/overview Everest's Ethics Guidelines and Index to Compliance Policies and Procedures is available at https://www.everestglobal.com/us-en/investor-relations/governance
	2-24 Embedding policy commitments	*2023 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs.47-51 Cybersecurity and Data Privacy, pgs. 52-54
	2-26 Mechanisms for seeking advice and raising concerns	*2023 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 47-51
	2-27 Compliance with laws and regulations	*2023 Corporate Responsibility Report:* Environmental Compliance, pg. 25
	2-28 Membership associations	*2023 Corporate Responsibility Report:* Key Climate-related Partnerships and Memberships, pg. 14
	2-29 Approach to stakeholder engagement	*2023 Corporate Responsibility Report:* Stakeholder Outreach, pg. 46
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.

GRI STANDARD	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	*2023 Corporate Responsibility Report:* Relevant ESG Topics, pg. 13-14
	3-2 List of material topics	*2023 Corporate Responsibility Report:* Relevant ESG Topics, pg. 13-14
	3-3 Management of material topics	*2023 Corporate Responsibility Report:* Relevant ESG Topics, pg. 13-14
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	*2023 Corporate Responsibility Report:* Economic Performance, pg. 11
	201-2 Financial implications and other risks and opportunities due to climate change	*2023 Corporate Responsibility Report:* Climate RIsk Management, pgs. 16-17 Underwriting and Catastrophe Modeling, pg. 18 Other ESG-related Underwriting Activities, pgs. 19-21 Responsible Investing, pgs. 22-23 Operational Impact, pgs. 24-25
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	*2023 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 47-51
	205-2 Communication and training about anti-corruption policies and procedures	*2023 Corporate Responsibility Report:* Business Ethics Training, pg. 51
	205-3 Confirmed incidents of corruption and actions taken	*2023 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 47-51
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	*2023 Corporate Responsibility Report:* Anti-Corruption, pgs. 48-49
GRI 302: Energy 2016	302-1 Energy consumption within the organization	*2023 Corporate Responsibility Report:* Emissions, pg. 24 Appendix A: Greenhouse Gas Emissions, pgs. 55-62
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	*2023 Corporate Responsibility Report:* Emissions, pg. 24 Appendix A: Greenhouse Gas Emissions, pgs. 55-62
	305-2 Energy indirect (Scope 2) GHG emissions	*2023 Corporate Responsibility Report:* Emissions, pg. 24 Appendix A: Greenhouse Gas Emissions, pgs. 55-62
	305-3 Other indirect (Scope 3) GHG emissions	*2023 Corporate Responsibility Report:* Emissions, pg. 24 Appendix A: Greenhouse Gas Emissions, pgs. 55-62
GRI 306: Waste 2020	306-3 Waste generated	*2023 Corporate Responsibility Report:* Waste, pg. 25
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	*2023 Corporate Responsibility Report:* Supply Chain, pg. 25

GRI STANDARD	Disclosure	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	*2023 Corporate Responsibility Report:* Appendix B: Demographic and Performance Tables, pgs. 63-65
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	*2023 Corporate Responsibility Report:* Appendix B: Demographic and Performance Tables, pgs. 63-65
	401-3 Parental leave	*2023 Corporate Responsibility Report:* Appendix B: Demographic and Performance Tables, pgs. 63-65
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	*2023 Corporate Responsibility Report:* Health and Safety, pg. 37
	403-6 Promotion of worker health	*2023 Corporate Responsibility Report:* Benefits and Wellness, pg. 37
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	*2023 Corporate Responsibility Report:* Employee Training, pg. 36
	404-2 Programs for upgrading employee skills and transition assistance programs	*2023 Corporate Responsibility Report:* Talent Attraction and Development, pgs. 35-36
	404-3 Percentage of employees receiving regular performance and career development reviews	*2023 Corporate Responsibility Report:* Continuous Feedback, pg. 36
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	*2023 Corporate Responsibility Report:* Appendix B: Demographic and Performance Tables, pgs. 63-65
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	*2023 Corporate Responsibility Report:* Complaint Procedure, pg. 34
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None of Everest's operations are considered to have significant risk for incidents of child labor or young workers exposed to hazardous work.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of Everest's operations are considered to have significant risk for incidents of forced or compulsory labor.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	*2023 Corporate Responsibility Report:* Supply Chain, pg. 25
	414-2 Negative social impacts in the supply chain and actions taken	*2023 Corporate Responsibility Report:* Supply Chain, pg. 25
GRI 415: Public Policy 2016	415-1 Political contributions	*2023 Corporate Responsibility Report:* Political Contributions, pg. 51
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	*2023 Corporate Responsibility Report:* Cybersecurity and Data Privacy, pg. 52-54

Cautionary Forward-Looking Statement

This report contains information about Everest 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 from those anticipated in forward-looking statements, and future results could differ 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.everestglobal.com/us-en/investor-relations/overview. Everest Group, Ltd. (NYSE:EG) 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 https://www.everestglobal.com/us-en. All issuing companies may not do business in all jurisdictions.