

# APPENDIX A

## ESG SNAPSHOT

This ESG Snapshot includes metrics for the entire company, including all of its business operations as a whole. Information provided for 2022, where available, is as of September 30, 2022.

		2022	2021	2020	2019
<b>ECONOMIC</b>					
Financial Performance	Total Revenues (millions)	*	\$2,709.7	\$2,217.5	\$2,052.5
	Net Income (millions)	*	\$372.0	\$386.2	\$366.4
	Diluted Earnings Per Share	*	\$9.38	\$9.57	\$8.62
	Dividends Declared Per Share	\$1.05	\$1.88	\$1.60	\$1.36
	Total Assets (millions)	\$15,062	\$16,123	\$14,905	\$13,688
	Net Operating Income Return on Adjusted Stockholders' Equity (ROAE)	*	24.3%	24.7%	23.5%
	Net Investment Income (millions)	*	\$80.6	\$83.8	\$94.1
Life Insurance	Number of Policies Issued	*	323,855	352,868	287,809
	Face Amount Issued (billions)	*	\$108.5	\$109.4	\$93.9
	Number of Policies in Force	2,898,913	2,885,963	2,787,992	2,641,483
	Term Life Insurance Face Amount in Force (billions)	\$912.8	\$903.4	\$858.8	\$808.3
Investments	Total Investment Sales (billions)	*	\$11.7	\$7.8	\$7.5
	Client Asset Values at Period End (billions)	\$78.8	\$97.3	\$81.5	\$70.5
<b>SOCIAL</b>					
Workforce Data	Total Headcount	*	3,117	2,230	2,175
	Percent Women in Workforce	*	63%	63%	64%
	Percent Women Officers	*	45%	46%	48%
	Employee Retention Rate	*	89%	92%	90%
	Average Tenure of Senior Leadership Team <sup>1</sup>	*	22.9	31.5	30.5
Sales Force Data	Size of Life-Insurance Licensed Sales Force (end of period)	134,313	129,515	134,907 <sup>2</sup>	130,522
	Number of New Recruits	*	349,374	400,345	282,207
	Number of Newly Life-Insurance Licensed Representatives	*	39,622	48,106	44,739
	Percent Women Life-Insurance Licensed Sales Force	59%	57%	56%	53%
	Percent Women Recruits	63%	63%	60%	55%
	Percent Women Newly Life-Insurance Licensed	64%	64%	62%	57%
Supplier Management & Diversity	Supplier Management Policy (y/n)	Y	Y	Y	Y
Human Rights & Ethics	Code of Conduct (y/n)	Y	Y	Y	Y
	Equal Employment Opportunity Policy – Standalone (y/n)	Y	Y	Y	Y
	Anti-Bribery & Anti-Corruption Policy (y/n)	Y	Y	Y	Y
	Whistleblowing and Non-Retaliation Policy (y/n)	Y	Y	Y	Y
Charitable Giving	The Primerica Foundation and Primerica, Inc. (millions)	*	\$2.0	\$2.3	\$2.0

\* Not available at time of this report's release or relates to full year 2022.

1. Year-end average tenure of our senior leaders as found in our proxy statement relating to the Annual Meeting of Stockholders held in the stated year. 2021 decrease was the result of the addition of a new member of our Senior Leadership Team.

2. Number of life insurance-licensed independent sales representatives at December 31, 2020 includes 3,597 temporary licenses that were issued in response to the COVID-19 pandemic and 2,508 licenses that were extended due to the COVID-19 pandemic.

# APPENDIX A (CONTINUED)

		2022	2021	2020	2019
<b>GOVERNANCE<sup>3</sup></b>					
Board Composition & Independence	Size of the Board (Number of Nominees Elected at the Annual Meeting)	11	11	11	10
	Board Average Age	62.3	63.7	62.7	62.1
	Mandatory Retirement Age (y/n)	Y	Y	Y	Y
	Average Director Tenure	8.2 <sup>4</sup>	7.6	7.3	6.3
	Independence of Committees (Other than Executive Committee (y/n)	Y	Y	Y	Y
	Independent Chairman (y/n)	Y	Y	N	N
	Independent Lead Director (y/n)	Y	Y	Y	Y
Board Diversity	Number of Women on the Board	4	3	3	3
	Percent of Directors Who Are Women	36%	27%	27%	30%
	Number of Directors with Racial/Ethnic Diversity	3	3	3	2
	Percent of Directors with Racial/Ethnic Diversity	27%	27%	27%	20%
Board and Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	*	33	29	27
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year	0	0	0	0
	Executive Session (y/n)	Y	Y	Y	Y
	Executive Session of Independent Directors (y/n)	Y	Y	Y	Y
Stockholder Rights	Annual Election of Directors (y/n)	Y	Y	Y	Y
	Majority Voting Standard for Director Elections (y/n)	Y	Y	Y	Y
	Single Voting Class (y/n)	Y	Y	Y	Y
	Proxy Access (y/n)	Y	Y	Y	Y
	Poison Pill (y/n)	N	N	N	N
Executive Compensation	CEO Pay Ratio	95:1	102:1	84:1	93:1
	Clawback Provision for Executive Compensation (y/n)	Y	Y	Y	Y
	Double-Trigger Vesting Upon Change in Control (y/n)	Y	Y	Y	Y
	CEO Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required CEO Stock Ownership Multiple of Base Salary	5	5	5	5
	Senior Executive Member Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Senior Executive Member Stock Ownership Multiple of Base Salary	2.5-3.5	2.5-3.5	2.5-3.5	2.5-3.5
	Director Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required Director Stock Ownership Multiple of Annual Cash Retainer	5	5	5	5
<b>ENVIRONMENTAL</b>					
Climate	TCFD Disclosure (y/n)	Y	Y	Y	N
	CDP Carbon Disclosure (y/n)	N	N	N	N
GHG Emissions	Material GHG Emissions (y/n)	N	N	N	N
	Emissions Reduction Initiatives (y/n)	N	N	N	N

\* Not available at time of release of our 2022 Corporate Sustainability Report or relates to full year 2022.

3. As described in our proxy statement relating to the Annual Meeting of Stockholders (the "Annual Meeting") held in the stated year.

4. Excludes Amber L. Cottle, who was elected to our Board at the Annual Meeting held on May 11, 2022.