everest®

We underwrite opportunity.™

2024 Corporate Responsibility Report

Everest Group, Ltd.

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Letter from the CEO

At Everest, we operate with the protection of our clients, employees, and communities we serve at the forefront of our decisions. The nature of our business is to help our customers manage uncertainty, including environmental catastrophes and social instability. We recognize the unique position of our industry in managing the volatility associated with these global risks and take seriously our responsibilities in supporting a sustainable future. In this regard, we have been committed to incorporating environmental, social, and governance principles into our business with a consistent focus on evolving our practices to meet the expectations of our stakeholders.

For Everest, 2024 was another successful year where we delivered on these priorities. We made strides toward becoming a more responsible business, steward of our environment, and advocate for positive change.

We took meaningful steps to address climate-related risks. For example, Everest broadened its clean energy offerings, expanded its partnerships with institutions supporting climate-related projects in developing countries, and appointed experts like our dedicated renewable energy leader to advance green-energy efforts. Within our investment portfolio, we continued to identify opportunities in renewable energy and are proud that 91% of our total assets were managed by United Nations Principles for Responsible Investment signatories.

On the social side, we made progress in advancing our values of inclusion and collaboration through a growing network of active Colleague and Business Resource Groups and Company-wide global initiatives. We further expanded our external partnerships to amplify our efforts within the industry. Through our colleague-driven organization, Everest Charitable Outreach, and Everest Cares, we achieved record-high participation in charitable events and provided crucial relief to those impacted by global natural disasters and humanitarian crises.

While we celebrate our progress, we must also reflect on the global challenges that occurred in 2024. The year saw unprecedented global crises that impacted communities worldwide. It is crucial now more than ever that we prepare for emerging challenges and plan for a better future.

We are guided by a clear vision for sustainable growth and are excited to share Everest's 2024 Corporate Responsibility Report. We are proud of all we have accomplished and are excited for the next steps in our journey towards a more sustainable future.

Thank you,

Jim Williamson
President and Chief Executive Officer

2024 Highlights

Robust short-, medium-, and long-term strategies
to identify and address climate risks across our business and investments.

Continued refinement and expansion of our monitoring
and control of our GHG emissions.

Over 60 charitable events
held across 30 office locations

Over 1,100 hours volunteered

Over $1 Million donated to charitable organizations
through corporate donations, employee contributions, and our Matching Gifts Program

33% of the Board were Women

Everest employees completed 50,500 hours of training,
development, and inclusion courses, averaging 15.6 hours per employee

Everest's Colleague Resource Groups hosted **over 100 events for colleagues to engage, network, and appreciate** the myriad cultures at Everest

Awards and Recognitions

APAC General Reinsurer of the Year
Asia Insurance Review

Most Real-Life Experience, Elite 50 Internships
Rising Star Insurance Executives Organization

Risk Management Team of the Year
Business Insurance

General Reinsurer of the Year
Asia Insurance Industry Awards

Healthy Workforce Designation
Cigna

Diversity & Inclusion Award
Insurance Insider US

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 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.
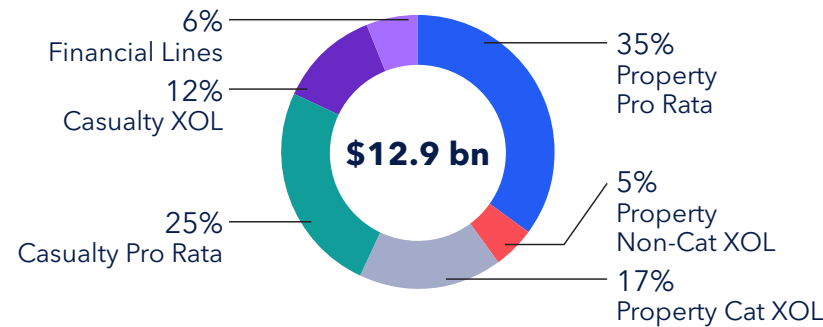
Everest's Businesses

At Everest (NYSE: EG), we underwrite opportunity for stakeholders with protection and peace of mind at the forefront of our decisions. We are acutely aware that our industry plays a critical role in economic and social recovery from natural catastrophes and extreme weather events. As a global (re)insurance organization, we protect our customers through insurance and reinsurance products that help manage climate risks. We aim to 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, each of which offers a wide range of property, casualty, and specialty products.[1] Across both divisions, we support our clients with tailored solutions, expanding into new lines and geographies to bridge gaps and help navigate turbulence.

2024 Reinsurance Gross Written Premium Business Mix

$12.9 bn

- 6% Financial Lines
- 12% Casualty XOL
- 25% Casualty Pro Rata
- 35% Property Pro Rata
- 5% Property Non-Cat XOL
- 17% Property Cat XOL

2024 Insurance Gross Written Premium Business Mix

$5.1 bn

- 29% Property/Short Tail
- 8% Workers' Comp
- 11% Other Specialty
- 7% Accident & Health
- 28% Specialty Casualty
- 17% Professional Liability

[1] A full list of Everest's products and services is located at https://www.everestglobal.com/us-en/our-offer/products-and-services/insurance.
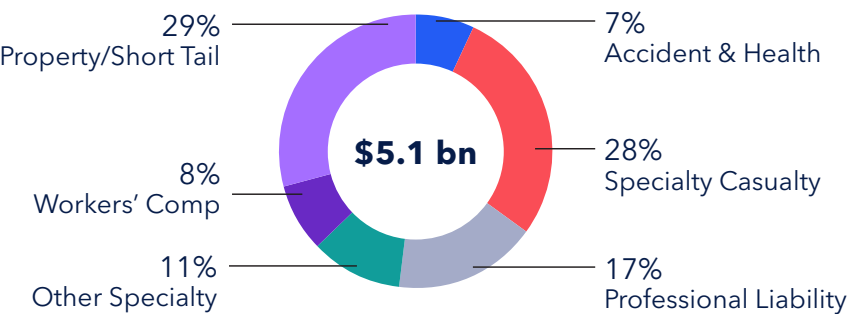
The Company's principal business, conducted through its operating segments, is underwriting reinsurance and insurance in the U.S., Bermuda, and international markets. The Company underwrites reinsurance both through brokers and directly with ceding companies, giving it the flexibility to pursue business 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.

There are two basic types of reinsurance: 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 the risks insured by the ceding company under contracts (policies) issued to a number of different policyholders. The reinsurer "assumes" the ceded portion of the risks and, unlike the direct insurer, does not separately evaluate each of the risks covered by the different policy contracts and 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 policy 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 on 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

Everest continues to scale its operations globally and has focused on intentional entry in regions that deliver a consistent benefit to underwriting margin and enable it to deliver leading multinational capabilities.

U.S. Headquarters
Warren, NJ

Corporate
Headquarters
Bermuda
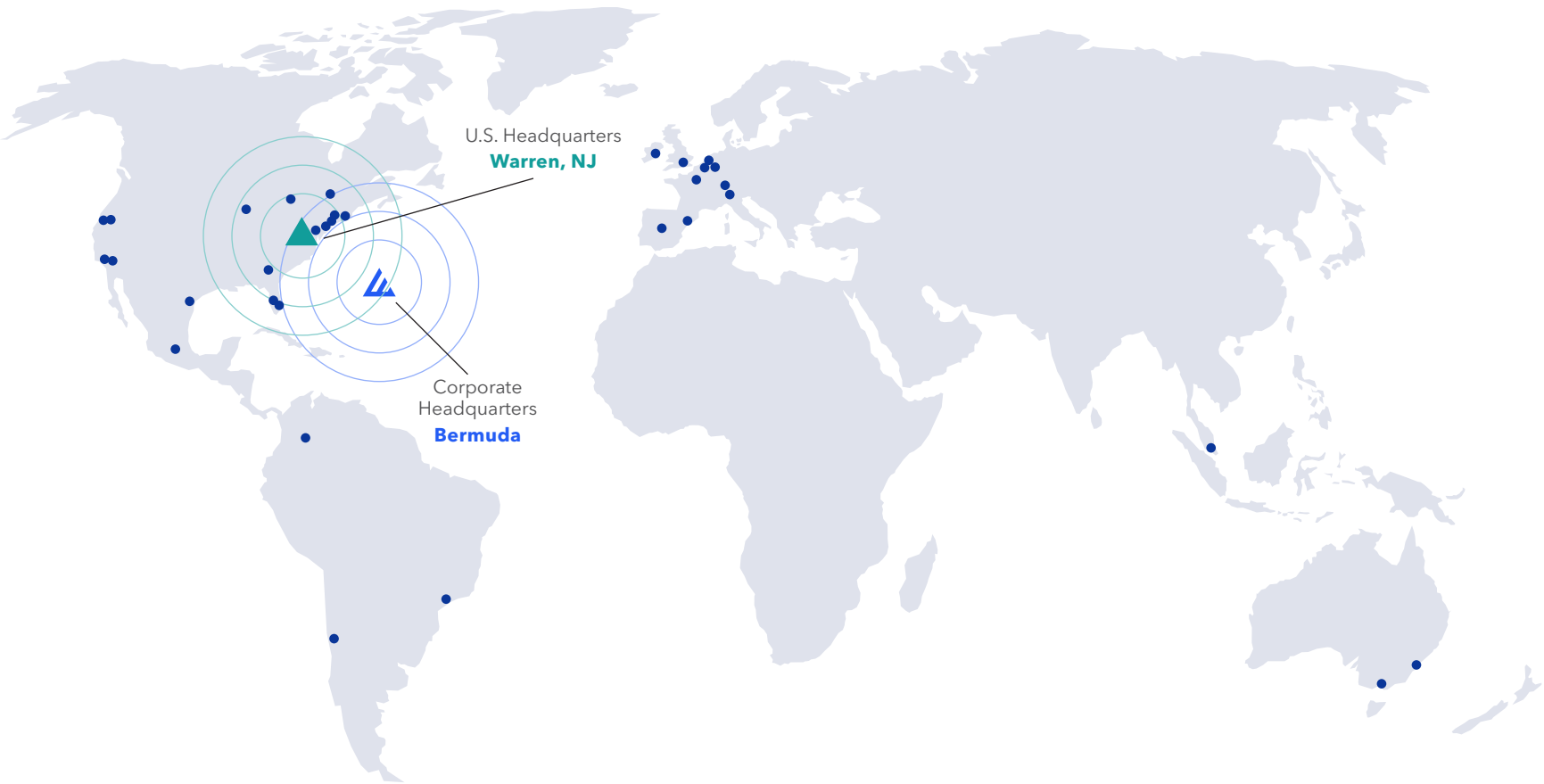
Office Locations

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
Atlanta, GA
Boston, MA
Chicago, IL
Hamilton, Bermuda
Hartford, CT
Houston, TX
Los Angeles, CA
Miami, FL
Montreal, Québec
New York, NY
Orange, CA
Philadelphia, PA
San Francisco, CA
Stamford, CT
Tampa, FL
Toronto, Ontario
Walnut Creek, CA
Warren, NJ

Latin America and Caribbean
Bogotá
Mexico City
Santiago
São Paulo

Europe
Barcelona
Brussels
Dublin
Düsseldorf
London
Madrid
Milan
Paris
Rotterdam
Zurich

Asia Pacific
Melbourne
Singapore
Sydney

Everest's Priority Goals

Everest's leadership team introduced priority goals for 2024 to reflect the business imperatives vital to executing its strategic objectives. These goals keep us accountable for the immediate and long-term commitments we make for business and stakeholders.

People and Culture
Attract, retain, and develop top talent.
Our colleagues are our most vital asset and drive our strategy.

Customer Focus
Enhance the experience and grow with our customers.
Expanding distribution with capabilities aligned to customers' needs strengthens relationships and yields repeat business.

One Everest
Execute as "One Everest."
The entire Company benefits from existing relationships, shared underwriting expertise, and risk management systems.

Operational Excellence
Underwriting, claims, and technology powering it all.
We are creating ecosystems with the tools, processes, and talent to scale the organization effectively.

Corporate Responsibility
Deepen our impact on the world.
Addressing environmental, social, and economic challenges connects us to what matters to stakeholders.

Economic Performance

Everest's diversified Reinsurance and Insurance franchises have a history of profitability, supported by top-tier underwriting talent, deep global capabilities, strong relationships, and a robust balance sheet. Our Reinsurance business is a lead market for many clients globally, increasingly viewed as the partner of choice. We are executing our disciplined long-term specialty Insurance strategy by methodically expanding in attractive markets worldwide. We believe we are well positioned to generate leading financial returns across all market cycles.

Everest's approach to economic performance is evaluated annually by internal and external auditors. It is also detailed in our periodic filings with the U.S. Securities and Exchange Commission ("SEC") including 10-K and 10-Q filings, and our Annual Report and Proxy Statement. 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 filing.

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

2024 Financial Highlights

| Gross Written Premium of **$18.2 Billion[2]** | **9.6%** Net Income Return on Equity | **$13.9 Billion** in Shareholders' Equity | Operating Cash Flow of **$5.0 Billion[3]** | Net Investment Income of **$2.0 Billion,** an increase of over $500 million | Total Investments and Cash of **$41.5 Billion** |

Includes GWP of $212m from Other Segments

[1] Includes GWP of $212m from Other Segments
[2] For information on non-GAAP measures and reconciliations to GAAP, where available, please see our Current Report filed on Form 8-K with the SEC on February 3, 2025

Our Sustainability Strategy

Approach to Sustainability

We continuously 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 that we believe are most important to our key stakeholders.

Relevant Topics

In 2023, Everest completed a benchmarking project to identify key sustainability, inclusion, and governance topics core to its ability to generate long-term value, detailed below. 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
Environmental Compliance	Employee Health and Wellness	Corporate Governance
Reducing GHG Emissions	Belonging and Engagement	Business Ethics and Compliance
Supporting Energy Transition	Employee Training and Education	Cybersecurity and Data Privacy
Risk Management	Local Community Engagement	

	Topic	Explanation
CLIMATE RISKS AND OPPORTUNITES	Environmental Compliance	Compliance with environmental laws and regulations affects the health of our employees and the communities where 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. 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 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.
	Belonging and Engagement	Fostering an inclusive work environment helps us maintain a workplace that values colleagues of all backgrounds and confers on our business the benefits of different 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	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, including proper Board oversight over corporate and sustainability risks, is critical to transparency and to meeting the expectations of our employees, shareholders and other investors, and clients.
	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 those used in other reports, including our SEC filings. We have included the topics discussed in this report because one or more of our stakeholder groups regard them as significant. However, Everest does not necessarily view these topics as "material" under applicable laws and regulations in various jurisdictions around the world. This report offers information from a different perspective to communicate Everest's sustainability, inclusion, and governance activities to a broad range of stakeholders and, in a variety of instances and respects, provides a different level of detail than we have included in other reports.

For financial information and information on risks, please see Everest's SEC filings, available on Everest's investor relations website, under the "Financials" tab.

About This Report

This report covers Everest Group, Ltd., and its subsidiaries for fiscal year 2024 (January 1 – December 31, 2024) 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 2025, 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, analysis, data, and estimates underlying our climate-related and other strategies 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 those included in this report. While we may in the future update our disclosures in this report or elsewhere, 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 various reporting standards and frameworks when disclosing on sustainability and inclusion topics. Everest leverages the Global Reporting Initiative (GRI) and Task Force on Climate-related Financial Disclosures (TCFD) to guide its reporting. This report uses TCFD recommendations to prepare for reporting under other standards and frameworks, such as those of the International Sustainability Standards Board. Appendices D and E map our disclosures to the GRI standards and TCFD framework.

Everest has reported with reference to the GRI Standards for the period January 1 – December 31, 2024.

Cautionary Statement Regarding Forward-Looking Statements:

This report contains information about Everest Group, Ltd. and its subsidiaries and may contain forward-looking statements and are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Everest cautions that forward-looking statements are subject to numerous assumptions, risks, and uncertainties, which change over time. Actual results may differ materially 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 assumes no duty to and does not undertake to update forward looking statements.

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 sustainability 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 sustainability 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, it is our responsibility 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 prudent risk management and assisting our clients in doing the same. We have established a 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.

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) function, a Company-wide systematic approach to assessing and managing key risks and opportunities, including those related to climate.

The ERM team is responsible for implementing the risk management framework and identifying, assessing, monitoring, controlling, and communicating the Company's risk exposures. The ERM team additionally reviews the risk appetite and risk position for our four key risk areas — assets, property catastrophes, casualties, and mortgage risks — to ensure that Everest remains within Board-approved appetites. 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 Enterprise Risk Committee (ERC) with the compilation and analysis of risk insights with regard to exposure management and execution management.

Everest's ERC reports to and assists the CEO in the oversight and review of Everest's ERM framework and key 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.

Risk Appetite

The ERM team maintains risk registers covering, among other risk areas, 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 then identify and implement mitigating risk controls.

Climate Risk

As a (re)insurance company, we are at the forefront of identifying and limiting climate risks and have focused on climate risk for decades. 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 cognizant of risks that may impact our underwriting, claims, and investments. Examples of risks that may manifest in the short-, medium-, and long-term are detailed in Table 1 on page 17.

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	Everest's Response to Select Risks	
Type of Risk	**Definition of Risk**	**Potential Impact of Risk**
Physical Risks	Direct and indirect impacts from acute risks or chronic risks.	Direct risks to individual facilities and insured locations, resulting in insured losses.
	Acute risks may include flooding and wildfires arising from changes in the frequency and intensity of weather events.	Investments dependent on physical assets could be harmed by extreme weather events.
	Chronic risks may include rising temperatures or sea levels resulting from long-term changes in climate.	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 help curb the expansion of human activity into environmentally sensitive locations. We further consider physical climate risk when we make office location decisions to ensure infrastructure can withstand impacts of weather events.	
	Opportunities We may experience an increase in demand for insurance and reinsurance coverage as weather patterns change and clients need new coverage.	
Litigation	Litigation related to emerging policies, emissions, climate change-related disclosures, or shareholder expectations.	Increase in liability due to climate change-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 change-related litigation.	
Regulatory and Policy	New global and regional regulations related to climate, such as higher energy efficiency requirements, emissions limits, and mandatory reporting.	Increase in operating costs from higher compliance costs.
		Early retirement of assets.
		Increase in costs from fines related to climate regulations.
	Response Currently, climate change-related regulation of Everest centers on disclosing climate change-related financial impact, expenditure metrics, and climate change-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 change-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 change-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 change-related matters.	
Reputational	Reputational risk from shifts in consumer preferences and stakeholder expectations from perceptions about the management of our climate change-related risks and opportunities.	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.	Early retirement of assets that become 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 sustainability in our investment strategy to help transition to a low-carbon economy.	
	Opportunities We may see an increase in opportunities to assist businesses in developing innovative renewable energy technology and green products.	

Underwriting and Catastrophe Modeling[4]

Everest is a broadly diversified insurer and reinsurer, with strategic diversification by segment, distribution channel, geography, and product line. Much of our overall underwriting portfolio is not exposed to climate change-related risks. 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 leading returns across cycles.

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 underwriters leverage extensive expertise and pragmatic decision-making to optimize risk selection and pricing. Further, 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.[5] 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 climate-related 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 vendor models and construct 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, as our Everest Cat Curves.

We consider climate-related 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 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.

[4] 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.

[5] 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 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 2024, insurance premium from coal accounts represented less than 0.03% of Everest's overall 2024 gross written premium. Further, insurance premium from oil and gas accounts represented less than 1% of our overall 2024 gross written premium. On the reinsurance side, reinsurance premium from companies that generate revenue from coal represented approximately 0.21% of Everest's overall 2024 gross written premium. Reinsurance premium from companies that generate revenue from oil or natural gas represented approximately 1.52% of Everest's overall 2024 gross written premium.

Environmental Coverage

Everest submits prospective clients to an extensive 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

We recognize that climate change is an increasing risk to our stakeholders. We have a role in supporting an equitable energy transition and support new processes and technologies that can help accelerate the transition to a low-carbon economy. We also have an obligation to provide insurance coverages to communities that, in the near term, will continue to depend on fossil fuels to satisfy critical energy needs. Our risk portfolios are expanding to provide broad insurance and reinsurance protection for renewable energy programs and environmentally sound private and public construction projects. Everest has provided significant support to the renewable energy industry in the United States and abroad through its insurance coverage portfolio and has seen increasing demand in this area.

In 2023, our International Insurance Division increased its renewable energy offerings by welcoming a Renewable Energy Leader. 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)	Everest collaborates 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 provides insurance to banks making loans for renewable energy projects, including wind and solar, in the construction and operation phase.
Surety Bonds	Everest provides surety bonds that support the construction of solar and wind energy facilities.
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 provides loan guarantees to support the development of innovative technologies. 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 also participated in a program related to carbon capture credits and alternative fuel vehicle refueling credits.

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.

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 sustainability 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 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.

Responsible Investing

Everest considers sustainability principles in its business and investment decisions. We have designed our investment strategy to ensure funds are available to meet our insurance and reinsurance obligations and maximize investment income. 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 helps determine 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 opportunities into the investment portfolio that align with our values on sustainability.

Investment Strategy

Everest employs a principles-based investment strategy designed to diversify our global portfolio. Our strategy does not seek to withdraw from specific activities from the outset but rather takes a proactive and measured approach to include, where possible, investments in opportunities that support the transition to a low-carbon economy across our various asset classes. This includes renewable energy, government-sponsored green bonds, public works projects as well as affordable housing and micro loan programs.
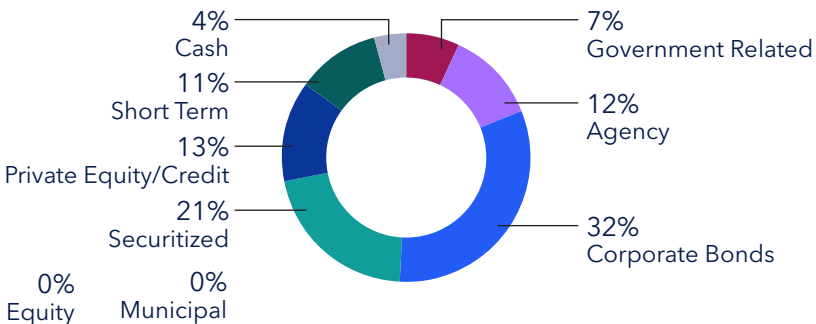
Everest utilizes the services of third-party investment managers in implementing a portion of its investment strategies. Several factors are considered in the selection and oversight of these managers in addition to conventional measures on risk and return generation. These factors include, but are not limited to:

- Preference for managers to be signatories to the UN-PRI. As of year-end 2024, over 91% of our total assets were managed by fellow UN PRI signatories, including 96% of our fixed-income portfolio, which is our largest asset class allocation.

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

Everest continues to make progress toward incorporating these considerations and data into the investment process. As part of this initiative, Everest evaluates and incorporates new tools, data, and methodologies for responsible investing within the insurance and investments industry. For example, Everest's investment team works with external managers that use various industry standards and proprietary tools to assess sustainability characteristics of their portfolios.

Invested Asset Portfolio Composition
As of December 31, 2024

- 4% Cash
- 11% Short Term
- 13% Private Equity/Credit
- 21% Securitized
- 0% Equity
- 0% Municipal
- 7% Government Related
- 12% Agency
- 32% Corporate Bonds

Everest's Investment Portfolio is Guided by Five Key Principles

Portfolio diversification

High degree of liquidity

Strong credit quality

Asset and liability duration management

Optimized risk-adjusted return and capital efficiency

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 C.

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 over $430 million in green bonds. Green bonds are debt instruments specially designed to fund projects with environmental, climate, or social purposes.
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 2024, 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. As of 2024, Everest collects Scope 3 business travel data from U.S. and internationally based employees, waste data from its U.S. headquarters, and purchased goods and services data. Among our goals is to achieve net zero emissions workplaces 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 2024. Further information regarding our emissions can be found in Appendix A.

Table 2: GHG Emissions – Global Facilities

			2024	2023[3]	**Year** 2022
Scope 1	Direct GHG emissions[1]	tCO$_2$e	0.0	0.0	0.0
Scope 2	Purchased Heat and Electricity (market based)	tCO$_2$e	2,275.4	2,185.6	2,166.7
Scope 3	Other indirect emissions (market based)[2†]	tCO$_2$e	93,514.0	77,986.4	43,668.1
Total GHG Emissions[†]		**tCO$_2$e**	**95,789.3**	**80,131.2**	**45,834.8**

[1] No direct GHG emissions within U.S. or overseas operations during the period covered by this report.

[2] Methodology for estimating GHG emissions from certain categories of spend data has been updated to align with updated structure of EPA's Supply Chain GHG Emissions Factors v1.3.0, as compared to v1.1.1 used in prior year (2023). † indicates fields for which prior year (2023) data has been recalculated to enable a meaningful comparison with data reported for the current year.

[3] The increase in 2023 emissions compared to 2022 are due to increases in purchased goods and services, business travel, and energy use included in rent from leased office spaces.

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 2024, Everest has an Implied Temperature Rise of 1.4°C, which is in line with the Paris Agreement's goal to keep warming to well below 2°C above preindustrial levels.

[6] 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.

Waste

Everest began collecting waste data for its U.S. headquarters in 2023. This information will help us identify initiatives to reduce waste. In 2024, approximately 22.48 tons of waste were recycled.

Table 3: Waste		Year	
		2024	2023
Total Waste Generated	**Tons**	50.9	50.9

Operations[7]

Everest focuses on making tangible reductions in GHG emissions within our operations and real estate portfolio. For example, we strive to 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 physical 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[8]	-Natural light-maximizing workspaces
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 schedules, which helps reduce traffic congestion.

- Utilizing a paperless claims processing system and digitalizing communications, which help reduce paper use.

- Increasing cloud storage which helps reduce emissions and waste from using data rooms.

Environmental Compliance

Everest is compliant with environmental laws and regulations. During the reporting period, there were no instances of non-compliance with environmental laws or regulations resulting in the imposition of fines or any other sanctions by competent authorities.

Supply Chain

Everest's supply chain is 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 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 sustainability. We use the tool to benchmark vendors against these factors and are working to incorporate it into our procurement process to screen for suppliers with low ratings. Our newly formed Third Party Risk Management Council is partnering with our sourcing and procurement teams to scale this initiative and review sustainability scores to vet for risks within third party vendors.

Board Oversight

Our Board oversees our strategies and policies regarding environmental and social risks, stewardship, and sustainability through its Nominating and Corporate Governance Committee. See "Governance. Sustainability Governance" on page 40.

[7] As of December 31, 2024, there have been no weather-related damages to Everest's property or operations.

[8] Everest began leasing a new office space in New York City in 2024.

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. We ensure our employees can learn and grow at Everest by emphasizing well-being, continuous development, and equality of opportunity, equal treatment, and inclusion. These efforts help Everest attract and retain talent which helps us better serve our global stakeholders.

Colleague Behaviors

Our colleagues operate as One Everest regardless of location, level, or function. Our Colleague Behaviors are embedded within our colleague programs and practices globally. In 2023, leaders across the organization held a series of global Culture Workshops to socialize our behaviors and values and determine meaningful ways to bring them to life for everyone. 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

Belonging and Engagement
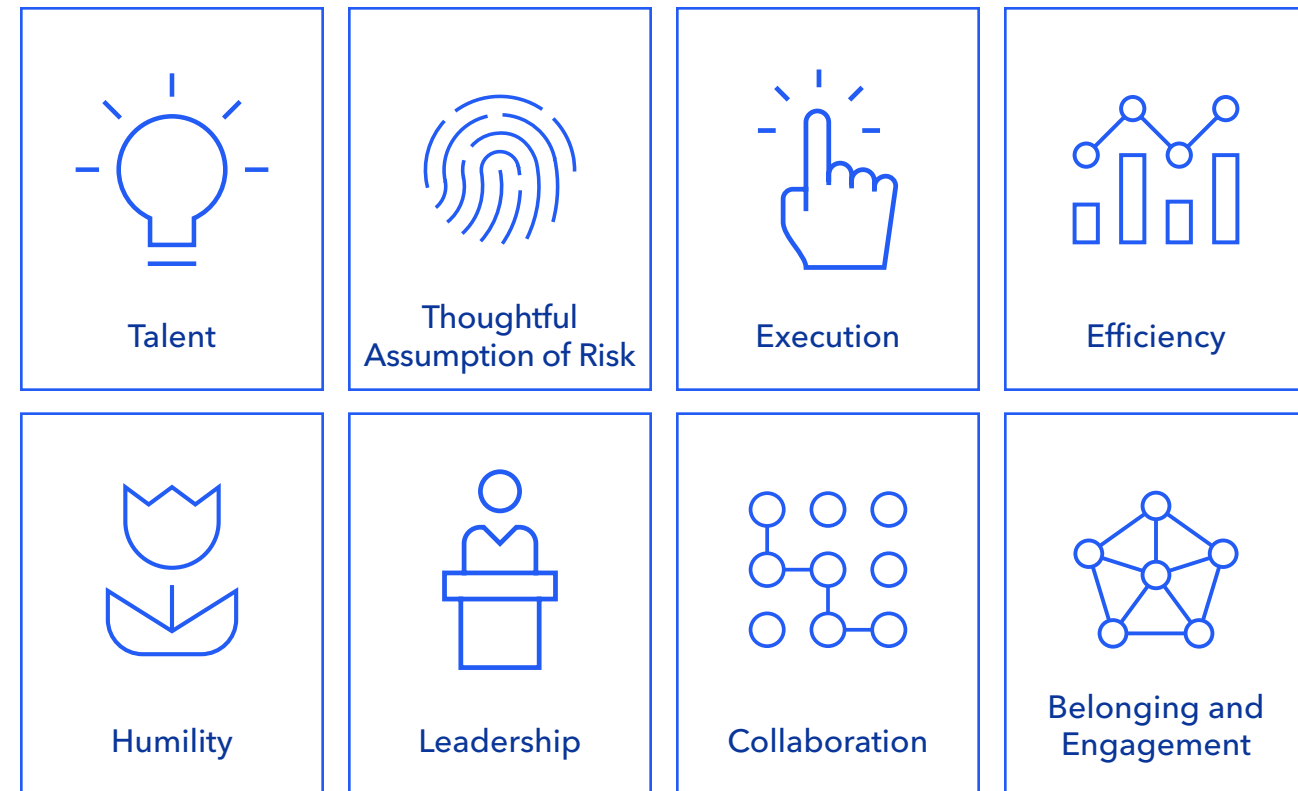
Belonging and Engagement

Inclusion and collaboration are of utmost importance to Everest. We are a better and stronger company because of the different 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 inclusion and embedding it in every aspect of our business. At Everest, this is an ongoing journey, and our 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, we are committed to non-discriminatory access to opportunity, equality 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. Emphasizing an inclusive workplace allows us to improve employee morale and retention.

Everest has a global strategic framework that aligns with our corporate global efforts and initiatives. The following four pillars are the foundation of our framework.

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

Strategic Pillars

1. **Alignment & Accountability**

Our integrated global inclusivity 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 varied experiences and perspectives

3. **Culture and Engagement**

Our workplace culture of deep colleague engagement is driven by our efforts to advance inclusion 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

Global Culture Council

In 2020, Everest formed a Global Culture Council to promote inclusion and collaboration at Everest. The Culture Council oversees Company-wide 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 Head of Global Belonging and Engagement on our overall corporate strategic pillars and global priorities related to inclusion.

To further affirm our commitment, Everest established an expanded global organizational structure that 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 leadership structure, we have teams providing critical functional support to areas such as operations, Colleague Resource Groups, and Business Resource Groups. This leadership structure has enabled us to expand our initiatives and introduce additional capabilities and infrastructure to support our growing global company.

Regional Representatives

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

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

Employee Groups

Colleague Resource Groups (CRGs) and Business Resource Groups (BRGs) host events designed to enhance Everest's 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 has nine Colleague Resource Groups (CRGs) that are open to all members of the Everest community. CRGs tend to focus on cultural and underrepresented groups and host events that highlight and celebrate cultural observances. Everest's CRGs include the Women's Networking Group, Rising Professionals Group, Black CRG, Jewish Culture CRG, Latin CRG, Pan-Asian CRG, Pride CRG, Veterans CRG, and Working Parents and Caregivers CRG.

The Women's Networking Group hosted a personal branding workshop to help employees create a well-defined personal brand. Participants were led through a series of activities and discussions to help them formulate a unique brand that conveyed their capabilities and strengths.

The Pan-Asian CRG hosted two lunch and learns focused on communicating with clarity. The sessions provided participants with tips on how to organize their thoughts, express their ideas, and deliver impactful presentations with confidence.

The Working Parents and Caregivers CRG hosted its second Take Your Child to Work Day event in Everest's Warren Office. Children got a tour of the building, learned about different parts of the business, and partook in fun activities throughout the day.

The Black CRG organized a trip to the National African American History and Culture Museum in Washington, DC to commemorate Juneteenth.

CRG and BRGs held over 100 events in 2024

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.

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 participated in the 2024 Dive In Festival, the world's largest insurance industry event focused on advancing inclusion and belonging, which garnered over 44,000 attendees worldwide. The 2024 festival theme was "A Sustainable Future: The Next 10 Years," which calls for different cultures to be viewed as pivotal factors for long-term success.

The Dive In Festival featured over 130 virtual and hybrid events across over 46 countries covering a wide range of inclusion topics. Several Everest colleagues participated as speakers and moderators on global panels, sharing their experiences on topics such as reverse mentoring and breaking the glass ceiling.

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 2024, Everest once again hosted high school sophomores as part of our 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.

Partnerships

American Corporate Partners (ACP)

ACP seeks to help ease the transition from the military to the civilian workforce. ACP provides veterans with corporate career counseling, mentoring, and guidance. ACP also has an online community that provides on-demand support and resources and offers programs focused on female veterans and active duty spouses.

Association of Professional Insurance Women (APIW)

APIW is committed to the career advancement of women insurance professionals through learning and development, connectivity and mentorship, inclusive leadership, and giving back. Everest partners with the New Jersey Chapter of the APIW, where many of our Women Networking Group colleagues are members and/or hold Board positions. Our annual contribution helps the women of the APIW network achieve greater professional success and shape the future leaders of tomorrow.

Ascend Global Leaders Association

Ascend is a network of professionals from Fortune 500 companies who support the advancement and growth of Pan-Asians. Everest has sponsored Ascend's New Jersey Inspiring Across Generations conference where members gathered to discuss leadership.

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 Cultural Awareness Network (iCAN)

iCAN is a network supporting multicultural inclusion and career development in the insurance industry.

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.

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.

National African American Insurance Association (NAAIA)

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 on NAWA's Board of Directors.

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.

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.

REDI

REDI or the Business Network for LGBTI Diversity and Inclusion is a group of companies and professions in Spain that work to promote safe and respectful work environments for all people.

Women in America

Women in America is a community that supports women to achieve leadership positions through mentoring, education, and networking.

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.

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's EEO-1 data is available on Everest's website at https://www.everestglobal.com/us-en/esg-at-everest/corporate-responsibility-reports.

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.

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. If the investigation reveals a violation of the Non-Discrimination and Anti-Harassment Policy, we take appropriate disciplinary action to deter such conduct in the future.

Talent Attraction and Development

Our strength as an organization begins with our talent. The continued development of all colleagues is a core value that exemplifies our culture. We invest in the development, learning, and growth of our colleagues through targeted training and programs.

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 and provide them with 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 several 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 competencies. 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

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.
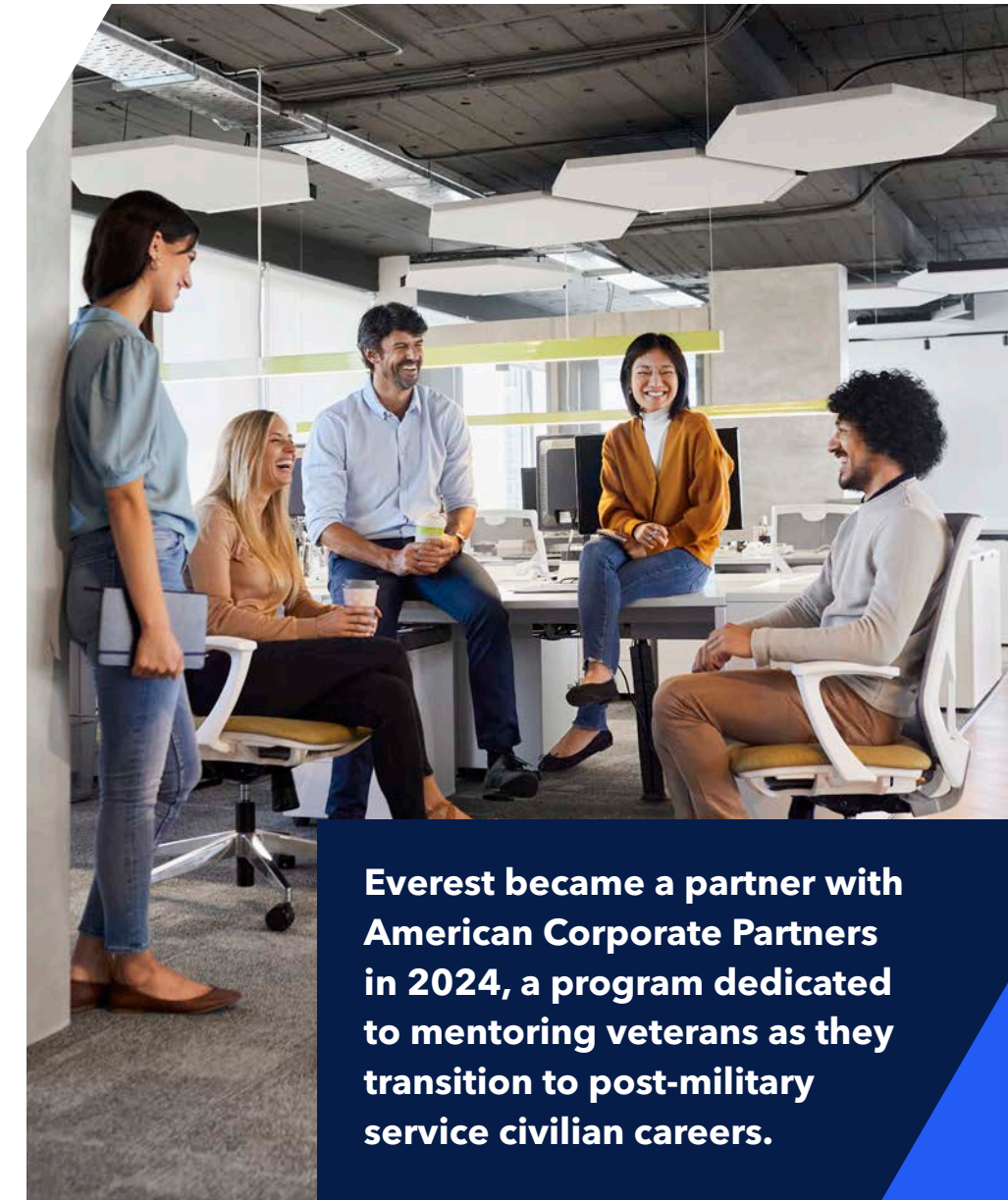
Everest became a partner with American Corporate Partners in 2024, a program dedicated to mentoring veterans as they transition to post-military service civilian careers.

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.[9] 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, managers meet with employees to review their performance and establish goals for the next year. 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 Training

Our employees completed over 50,500 hours of training on a variety of topics through skill-enhancing courses and engagement-based events in 2024.[10] All Everest employees have received training through Workday, with each employee receiving approximately 15.6 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 skills-enhancing training programs through Workday Learning, LinkedIn Learning, and The Institutes.

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

[9] 100% of employees received regular performance reviews in 2024.

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

Benefits and Wellness

We have 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 LSAs 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.

- **ECO Days:** All Everest employees are allotted two charity days to participate in ECO sponsored events.

- **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 fair treatment of all employees.

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 oversees the Company's human capital management, including inclusion and belonging initiatives.

Community Engagement

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

2024 Giving Highlights

Over $1 Million donated by Everest and its employees

Over 1,100 employee volunteer hours

60 volunteer activities worldwide

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

Everest's Corporate Matching Gifts program reflects the charitable giving areas that are important to our global colleagues: Conservation and Environment, Hunger and Welfare, Human Rights, and Disaster Relief. These 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 these four areas of charitable giving with all donations matched dollar-for-dollar.

Corporate Philanthropic Donations

In celebration of Global Volunteer Month and Earth Day, Everest made a $25k corporate donation to American Forests, an organization dedicated to conserving and protecting forests. Our donation supports their Tree Equity Program which plants trees in low-income communities across the United States.

Everest's inaugural Global Volunteer Month featured a calendar of activities and volunteering opportunities for colleagues around the world. Over 650 colleagues participated across 30 offices. Additionally, Everest matched all donations to charities in its Corporate Matching Gifts program 2:1 for the month of April.

Everest Charitable Outreach

Everest Charitable Outreach (ECO) is a colleague-led group that spearheads all Company-sponsored volunteer activity. From food drives in Singapore to beach cleanups in New Jersey, ECO organized 60 volunteer events in 2024.

Colleagues in Singapore participated in ECO's Martin Luther King Day of Service food drive.

ECO, EverGreen, and the Pan-Asian CRG hosted a beach cleanup with Clean Ocean Action. The group collected over 1,800 pieces of debris.

Colleagues in multiple US offices made cards for Cards for Hospitalized Kids, a charity that distributes cards to children's hospitals and Ronald McDonald Houses.

Colleagues in Bermuda volunteered with Meals on Wheels to prepare freshly cooked meals for community members unable to prepare and cook nourishing meals on their own.

Colleagues in Chile held a clothing and blanket drive to support Fundación Ronda Chile.

Transparency and Accountability

Governance

Everest is committed to upholding 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.

Sustainability Governance

Everest's sustainability 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 sustainability considerations into the broader strategy and the assessment of sustainability risks and opportunities. The Nominating and Governance Committee formally performs the Board's oversight responsibilities relating to the Company's sustainability practices and reports on the Company's sustainability-related risks and opportunities to the full Board.

Our ESG Working Group helps develop and implement our Company-wide strategy and communications. The ESG Working Group is led by Everest's General Counsel and chaired by the Company's Corporate Secretary. The ESG Working Group meets regularly and consists of senior leaders from across the Company who represent different business units and provide different perspectives. The group 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 relays employees' and its own recommendations to the Executive Leadership Team, on sustainability-related matters, including proposed adjustments to the Company's values and goals.

Our 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 sustainability developments. These 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. Such communication provides a channel through which to make employees aware of the Company's direction and enable them to incorporate sustainability principles in their work.

Board of Directors
Overall oversight of strategy and direction

Nominating and Governance Committee
Receives management reports relating to the Company's sustainability 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, CFO, and GC
Defines strategy and direction of all sustainability-related matters

General Counsel
Member of the ELT and leads the ESG Working Group
Leads and oversees progress on sustainability initiatives as defined by the ELT

ESG Working Group
Consists of senior leaders across the Company
Provides recommendations to the ELT on sustainability-related strategies, policies, and risk appetite
Ensures implementation and communication to employees of sustainability initiatives and practices within business units

Management-level Groups
The Culture Council and Evergreen BRG identify and support specific sustainability principles into strategy and operations

Employees
Responsible for exercising sustainability 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 meet with our largest shareholders to discuss emerging sustainability trends, best practices in governance, and reporting. These meetings enable us to communicate our sustainability approach and address any concerns our shareholders may have, effectively cultivating an ongoing dialogue that informs and helps us execute our sustainability strategy.

Frequent communications are another important aspect of our shareholder engagement practices. We routinely 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 to help them manage risk in an increasingly complex and uncertain world. For example, our teams work directly with clients to create solutions tailored to their specific needs. We 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. Everest recognizes that its success is tied to fostering relationships with the communities where we live and work. That is why 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.

Corporate Governance

The Board is the highest governance body of Everest and has ultimate responsibility for oversight of the Company in the long-term best interests of our shareholders. 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. In 2024, Joseph V. Taranto served as 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.

Director Nomination and Selection

The Board is appointed annually at the Annual General Meeting of Shareholders. The Nominating and Governance Committee (the "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 with a view towards complementing the qualifications of incumbent Board members. When making recommendations, the Nom. and Gov. Committee considers 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 the recommendations of the Nom. and Gov. Committee, the Chairman of the Board and the Chief Executive Officer. Each committee has its own membership and composition requirements detailed in its respective charter, available at https://investors.everestglobal.com/governance/governance-documents/default.aspx.

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 committees.

Board Composition[11]

We believe that including members of varied backgrounds and experiences is important for the effective functioning of the Board and to the overall management of the Company. Thus, we aim to have a Board that represents different experiences and backgrounds to facilitate conversations on evolving best practices in corporate governance, risk management, and sustainability and allows for dynamic perspectives in governance, strategy, corporate responsibility, human rights, and risk management.

Ten members on the Board. The Board is 30% diverse by gender; 3 women are members of the Board.

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[11] For more information regarding the Board's composition, please see Everest's Proxy Statement (the "Proxy Statement"), available at https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

Our Board further reflects myriad skills and experience in claims, risk management, finance, business operations, investments, climate, and sustainability. 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 2025 Proxy Statement, which is available at: https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

Board Committees[12]

Currently, the Board maintains seven standing committees: the Audit, Compensation, Nom. and Gov., Executive, Investment Policy, Risk, and Technology and Cyber 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, thorough 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. More information on Everest's compensation plans for the Board and Executive Officers can be found in its Proxy Statement, available at: https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

Succession Planning

Proactive recruitment is integral to Everest's succession planning both at the Board level and all levels of the Company. More information on Everest's succession planning can be found in its Proxy Statement, available at: https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

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

Nine members on the Board

The Board is **33% diverse by gender**

3 women are members of the Board

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 several policies and procedures detailing the ethical behavior expected from our directors, officers, employees, and all 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 subsidiaries 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. Employees may report possible violations of law or regulation, the Ethics Guidelines, or any internal policy through the Global Reporting Helplink facility or through any other department or channel they deem most appropriate. 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://investors.everestglobal.com/governance/governance-documents/default.aspx.

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.

Anti-Corruption and Bribery

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.

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.

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.

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 employees, officers, or directors breach their duties to act solely in the interests of Everest or derive personal benefits from their positions in the Company, or when any member of their families derives improper personal benefits because of their relationship with a person holding a position in the Company.

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, as is the decision on appropriate measures to address conflicts of interests and to hold employees responsible for them.

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

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 any director's, officer's, or employee's ability to perform their respective job duties.

Everest's full Conflicts of Interest Policy is available at https://investors.everestglobal.com/governance/governance-documents/default.aspx.

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 U.S. 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.

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.

In 2024, 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.

Fraud Prevention

The Board's Audit Committee approves 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), the Chair of the Audit Committee, through the Global Reporting Helplink reporting facility, or to or through any other channel or department they deem most appropriate, without fear of dismissal or retaliation. 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.

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.

Matters are 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://investors.everestglobal.com/governance/governance-documents/default.aspx.

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.

In 2024, Everest launched a Global Reporting Helplink for employees to report concerns about suspected violations of laws, regulations, or Company policies and procedures. Employees have the option to submit a report anonymously. This additional avenue of reporting helps us to more efficiently and effectively identify and correct wrongdoings.

Whistleblowing

Our employees are protected by various whistleblowing laws based on their location. Everest had two whistleblower complaints from employees in 2024.

Everest's full Whistleblower Policy is available at https://investors.everestglobal.com/governance/governance-documents/default.aspx.

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 2024, 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 do not do so as a representative of the Company.

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 Board 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. Everyone at Everest has a responsibility to safeguard the Company by adhering to the highest level of information security. Accordingly, we have policies and procedures that comply with applicable privacy and data protection laws wherever we conduct business. The Company's Board, through the Technology & Cyber Committee, has ultimate responsibility for risk oversight, while management is tasked with the day-to-day management of the Company's cybersecurity risks.

The Company has a Chief Information Security Officer (CISO) and a separate Group Chief Information Officer (CIO) who are responsible for Everest's information security, technology risk management, and data privacy and protection programs. For more information on the governance and oversight of cybersecurity, please refer to Everest's latest Form 10-K available at: https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

Strategy

Everest has aligned and operationalized its cybersecurity program and controls to the National Institute of Standards and Technology ("NIST") Cybersecurity Framework to provide preventative, detective, and responsive measures that are timely, comprehensive, systematic, and in alignment with industry standards, regulatory requirements, and the Company's risk management framework. The Company conducts annual independent assessments of the NIST Cybersecurity Framework and both internal and external auditors certify our internal controls per the Sarbanes Oxley regulations. For more information, please refer to Everest's latest Form 10-K available at: https://investors.everestglobal.com/financials/annual-reports-and-proxy-statements/default.aspx.

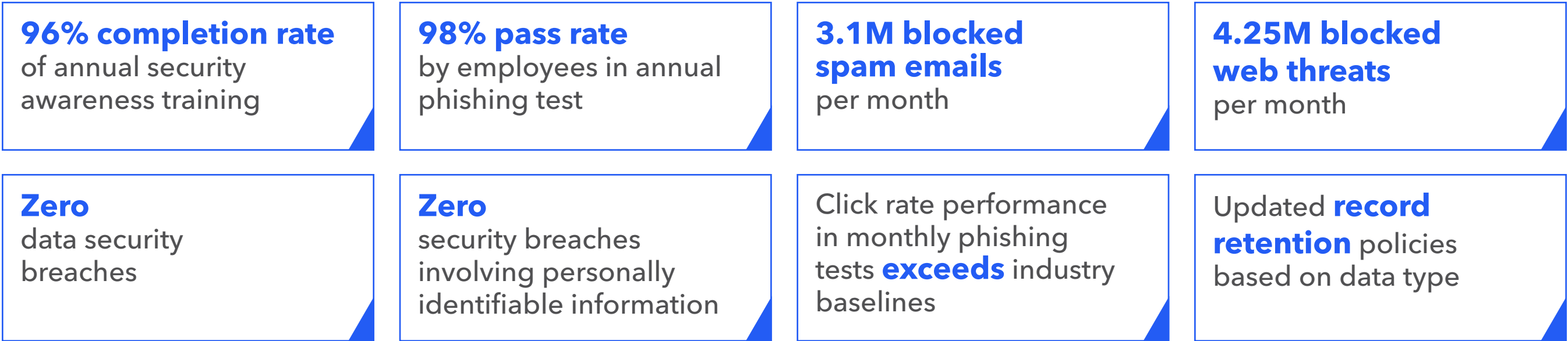**In 2024, Everest introduced the Board Technology and Cyber Committee to assist the Board in its oversight of information technology governance, strategy, delivery, and risk management, including cybersecurity and data privacy.**

2024 Highlights

96% completion rate
of annual security
awareness training

98% pass rate
by employees in annual
phishing test

**3.1M blocked
spam emails**
per month

**4.25M blocked
web threats**
per month

Zero
data security
breaches

Zero
security breaches
involving personally
identifiable information

Click rate performance
in monthly phishing
tests **exceeds** industry
baselines

Updated **record
retention** policies
based on data type

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 and accordingly train and educate our employees to be aware and cautious of potential threats. For example, Everest offers several IT-related trainings and provides resources to assist employees in understanding and recognizing potential threats that they may encounter. 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.

All Everest employees undergo several hours of mandatory training per year on cybersecurity, data privacy, and secure development. Employees are also required to acknowledge that they have read and understand Everest cybersecurity policies including the Technology Use Policy.

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. We have a dedicated site that provides communications on cyber safety tips, guidance on phishing scam prevention, and how to report suspected fraud, theft, and security incidents.

Appendix A: Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions by activity

		YTE 2024	YTE 2023
Scope 1—Direct emissions (U.S. and overseas operations[1])			
Stationary combustion	tCO_2e	0.0	0.0
Mobile combustion—fleet vehicles	tCO_2e	0.0	0.0
Total Scope 1	**tCO_2e**	**0.0**	**0.0**
Scope 2—Indirect emissions (U.S. and overseas operations)[2]			
Purchased Electricity (location based)	tCO_2e	1,884.2	1,771.3
Purchased Electricity (market based)	tCO_2e	2,248.9	1,833.2
Purchased Steam, Heat, & Cooling	tCO_2e	26.4	352.4
Total Scope 2 (market based)	**tCO_2e**	**2,275.4**	**2,185.6**
Scope 3—Other indirect emissions[†]			
Category 1—Purchased Goods and Services[5][†]	tCO_2e	71,606.6	59,580.1
Category 2—Capital Goods[5][†]	tCO_2e	422.2	834.9
Category 5—Waste Generated in Operations[5]	tCO_2e	excl.[3]	excl.[3]
Category 6—Business travel[4,5][†]	tCO_2e	10,924.9	*
Business travel—air (commercial)[4]	tCO_2e	4,684.9	*
Business travel—air (private)[5][†]	tCO_2e	4,887.9	4,596.4
Business travel—rail & public transit[4]	tCO_2e	92.9	*
Business travel—passenger car, taxi, & coach[4,5][†]	tCO_2e	1,295.2	*

Greenhouse gas (GHG) emissions by activity

		YTE 2024	YTE 2023
Category 7—Employee Commuting (market based) (U.S. only)	tCO_2e	6,561.4	6,300.7
Employee Commuting (U.S. only)	tCO_2e	3,273.6	2,529.0
Homeworker Energy Use (location based) (U.S. only)	tCO_2e	1,637.0	1,877.9
Homeworker Energy Use (market based) (U.S. only)	tCO_2e	1,650.9	1,893.9
Category 8—Upstream Leased Assets[2]	tCO_2e	3,685.3	630.3
Electricity Use (market based) (included in rent)—leased offices	tCO_2e	2,037.5	336.3
Fossil Fuel Use (included in rent)—leased offices	tCO_2e	1,647.8	294.0
Category 9—Downstream Transportation and Distribution[5][†]	tCO_2e	313.7	396.2
Total Scope 3 (market based)[5][†]	**tCO_2e**	**93,514.0**	**77,986.4**
Total GHG Emissions (Scopes 1, 2—market based, & 3)[5][†]	**tCO_2e**	**95,789.3**	**80,134.6**

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)..

4. Scope of GHG emissions reported in "Scope 3 Category 6 - Business Travel" expanded to include reimbursed out of pocket expenses. * indicates fields that have been subject to scope and/or boundary changes that prevent a meaningful comparison with emissions reported in prior year(s).

5. Methodology for estimating GHG emissions from spend data, used for Scope 3 categories 1,2,9 and for parts of category 6, has been updated to align with updated structure of EPA's Supply Chain GHG Emissions Factors v1.3.0 as compared to v1.1.1 used in prior year (2023).
† indicates fields for which prior year (2023) data has been recalculated to enable a meaningful comparison with data reported for the current year.

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

		YTE 2024	YTE 2023
Scope 2—Indirect emissions—U.S.[1]			
Purchased Electricity—U.S. (location based)[1]	tCO_2e	1,982.6	1,664.2
Purchased Electricity—U.S. (market based)[1]	tCO_2e	2,129.9	1,710.4
Purchased Steam, Heat, & Cooling—U.S.[1]	tCO_2e	1.4	352.4
Total Scope 2—U.S. (market based)[1]	**tCO_2e**	**2,131.3**	**2,062.8**
Scope 2—Indirect emissions—overseas[1]			
Purchased Electricity—overseas (location based)[1]	tCO_2e	113.0	107.1
Purchased Electricity—overseas (market based)[1]	tCO_2e	330.8	122.8
Purchased Steam, Heat, & Cooling—overseas[1]	tCO_2e	25.0	–
Total Scope 2—overseas (market based)[1]	**tCO_2e**	**355.9**	**122.8**
Total GHG Emissions (Scope 2—market based)[1]	**tCO_2e**	**2,487.1**	**2,185.6**

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.

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

				YTE 2024	YTE 2023
Atlanta	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	excl.[2]
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	excl.[2]
		Purchased Electricity	kWh	excl.[2]	excl.[2]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	113.0	75.3
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	121.1	75.8
		Electricity Use–included in rent	kWh	295,049	184,908
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	19.8	12.4
		Fossil Fuel Use–included in rent	therms	3,719	2,331
Boston	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	44.5	45.1
		GHG from Purchased Electricity (market based)	tCO$_2$e	44.5	45.3
		Purchased Electricity	kWh	181,471	183,888
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–

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

				YTE 2024	YTE 2023
Carmel	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	1,131.1	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	1,244.0	–
		Purchased Electricity	kWh	2,722,375	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	95.4
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	99.9
		Electricity Use–included in rent	kWh	–	209,124
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	25.3	25.3
		Fossil Fuel Use–included in rent	therms	4,757	4,757
Chicago	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	19.4	19.8
		GHG from Purchased Electricity (market based)	tCO$_2$e	21.3	20.7
		Purchased Electricity	kWh	46,694	43,404
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	32.0	32.0
		Fossil Fuel Use–included in rent	therms	6,019	6,019

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

				YTE 2024	YTE 2023
Hartford	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	20.6	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	20.5	–
		Purchased Electricity	kWh	83,753	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	17.5
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	17.6
		Electricity Use–included in rent	kWh	–	71,291
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	5.9	5.9
		Fossil Fuel Use–included in rent	therms	1,105	1,105
Houston	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	52.7	56.7
		GHG from Purchased Electricity (market based)	tCO$_2$e	61.7	66.8
		Purchased Electricity	kWh	156,765	161,563
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations[†]	tCO$_2$e	excl.[3]	39.7
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent		11.8	11.8
		Fossil Fuel Use–included in rent		2,217	2,217

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

				YTE 2024	YTE 2023
Los Angeles	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	21.4	7.9
		GHG from Purchased Electricity (market based)	tCO$_2$e	24.6	8.5
		Purchased Electricity	kWh	107,700	34,743
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations†	tCO$_2$e	excl.[3]	117.0
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	10.1	10.1
		Fossil Fuel Use–included in rent	therms	1,897	1,897
Miami	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	2.5
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	2.6
		Purchased Electricity	kWh	excl.[2]	6,837
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	89.5	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	92.0	–
		Electricity Use–included in rent	kWh	245,168	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	16.4	14.4
		Fossil Fuel Use–included in rent	therms	3,090	2,720

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

				YTE 2024	YTE 2023
New York City	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	211.4	176.2
		GHG from Purchased Electricity (market based)	tCO$_2$e	211.8	176.5
		Purchased Electricity	kWh	477,529	438,028
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	82.3	82.3
		Fossil Fuel Use–included in rent	therms	12,395	12,395
Orange	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	22.4	25.6
		GHG from Purchased Electricity (market based)	tCO$_2$e	25.8	27.6
		Purchased Electricity	kWh	112,873	112,899
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	15.8
		Indirect use of Natural Gas	therms	excl.[2]	2,970
	Scope 3	GHG from Waste Generated in Operations†	tCO$_2$e	excl.[3]	28.5
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	960.9	–
		Fossil Fuel Use–included in rent	therms	180,918	–

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

				YTE 2024	YTE 2023
Philadelphia	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	34.1	33.9
		GHG from Purchased Electricity (market based)	tCO$_2$e	37.7	34.7
		Purchased Electricity	kWh	125,972	113,103
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	12.1	12.2
		Fossil Fuel Use–included in rent	therms	2,275	2,294
San Francisco	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	5.3	6.1
		GHG from Purchased Electricity (market based)	tCO$_2$e	6.0	6.6
		Purchased Electricity	kWh	26,436	26,968
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	1.4	2.2
		Indirect use of Natural Gas	therms	262	408
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–

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

				YTE 2024	YTE 2023
Stamford	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	–	–
		GHG from Purchased Electricity (market based)	tCO_2e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO_2e	39.0	38.9
		GHG from Electricity Use–included in rent (market based)	tCO_2e	38.9	39.1
		Electricity Use–included in rent	kWh	158,700	158,700
		GHG from Fossil Fuel Use–included in rent	tCO_2e	13.1	13.1
		Fossil Fuel Use–included in rent	therms	2,459	2,459
Tampa	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	418.1	excl.[2]
		GHG from Purchased Electricity (market based)	tCO_2e	430.0	excl.[2]
		Purchased Electricity	kWh	1,146,015	excl.[2]
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	33.9
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	35.0
		Electricity Use–included in rent	kWh	–	91,368
		GHG from Fossil Fuel Use–included in rent	tCO_2e	6.1	6.1
		Fossil Fuel Use–included in rent	therms	1,152	1,152

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

				YTE 2024	YTE 2023
Walnut Creek	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	1.6	1.8
		GHG from Purchased Electricity (market based)	tCO_2e	1.8	1.9
		Purchased Electricity	kWh	7,990	7,882
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO_2e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO_2e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO_2e	8.2	8.2
		Fossil Fuel Use–included in rent	therms	1,537	1,537
Warren	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	excl.[2]	1,288.7
		GHG from Purchased Electricity (market based)	tCO_2e	excl.[2]	1,319.0
		Purchased Electricity	kWh	excl.[2]	4,303,047
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	excl.[2]	334.5
		Indirect use of Natural Gas	therms	excl.[2]	62,969
	Scope 3	GHG from Waste Generated in Operations[†]	tCO_2e	29.1	21.7
		GHG from Electricity Use–included in rent (location based)	tCO_2e	1,201.7	–
		GHG from Electricity Use–included in rent (market based)	tCO_2e	1,328.0	–
		Electricity Use–included in rent	kWh	4,436,990	–
		GHG from Fossil Fuel Use–included in rent	tCO_2e	365.2	–
		Fossil Fuel Use–included in rent	therms	68,750	–

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: † indicates fields for which prior year (2023) data has been recalculated to enable a meaningful comparison with data reported for the current year.

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

Facility	Scope	Metric	Unit	YTE 2024	YTE 2023
Barcelona	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	excl.[4]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	1.0	excl.[4]
		Electricity Use–included in rent	kWh	3,500	excl.[4]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	0.3	excl.[4]
		Fossil Fuel Use–included in rent	therms	54	excl.[4]
Bermuda	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	62.0	56.3
		GHG from Purchased Electricity (market based)	tCO$_2$e	78.1	70.9
		Purchased Electricity	kWh	103,738	94,116
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations†	tCO$_2$e	excl.[3]	124.4
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–

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

Facility	Scope	Metric	Unit	YTE 2024	YTE 2023
Bogotá	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	excl.[5]
		Purchased Electricity	kWh	excl.[2]	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	excl.[5]
		Indirect use of Natural Gas	therms	–	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	32.0	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	39.3	excl.[5]
		Electricity Use–included in rent	kWh	95,827	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	excl.[5]
		Fossil Fuel Use–included in rent	therms	–	excl.[5]
Brazil	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	2.2	1.8
		GHG from Purchased Electricity (market based)	tCO$_2$e	2.7	2.1
		Purchased Electricity	kWh	9,362	7,566
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	–
		Electricity Use–included in rent	kWh	–	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–

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

Facility	Scope	Metric	Unit	YTE 2024	YTE 2023
Chile	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	21.9	excl.[2]
		GHG from Purchased Electricity (market based)	tCO$_2$e	28.8	excl.[2]
		Purchased Electricity	kWh	43,874	excl.[2]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	22.3
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	29.4
		Electricity Use–included in rent	kWh	–	44,752
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–
Dublin	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	11.5	11.5
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	16.6	16.6
		Electricity Use–included in rent	kWh	37,274	37,274
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	3.1	3.1
		Fossil Fuel Use–included in rent	therms	578	578

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

				YTE 2024	YTE 2023
Düsseldorf	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	excl.[4]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	4.6	excl.[4]
		Electricity Use–included in rent	kWh	7,800	excl.[4]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	0.6	excl.[4]
		Fossil Fuel Use–included in rent	therms	120	excl.[4]
London	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	47.0
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	46.4
		Purchased Electricity	kWh	excl.[2]	146,804
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations†	tCO$_2$e	excl.[3]	32.4
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	99.4	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	98.2	–
		Electricity Use–included in rent	kWh	310,624	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	25.6	20.3
		Fossil Fuel Use–included in rent	therms	4,813	3,819

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

				YTE 2024	YTE 2023
Madrid	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	excl.[2]
		GHG from Purchased Electricity (market based)	tCO$_2$e	186.0	excl.[2]
		Purchased Electricity	kWh	649,250	excl.[2]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	–
		Indirect use of Natural Gas	therms	excl.[2]	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	7.3
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	7.3
		Electricity Use–included in rent	kWh	–	25,638
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	10.3	1.7
		Fossil Fuel Use–included in rent	therms	1,939	323
Melbourne	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	excl.[5]
		Purchased Electricity	kWh	–	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	excl.[5]
		Indirect use of Natural Gas	therms	–	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	150.1	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	182.9	excl.[5]
		Electricity Use–included in rent	kWh	226,338	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	18.6	excl.[5]
		Fossil Fuel Use–included in rent	therms	3,496	excl.[5]

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

				YTE 2024	YTE 2023
Mexico City	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	excl.[5]
		Purchased Electricity	kWh	excl.[2]	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	excl.[5]
		Indirect use of Natural Gas	therms	–	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	62.8	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	71.4	excl.[5]
		Electricity Use–included in rent	kWh	134,400	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	excl.[5]
		Fossil Fuel Use–included in rent	therms	–	excl.[5]
Milan	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	excl.[5]
		Purchased Electricity	kWh	excl.[2]	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[5]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	3.5	excl.[5]
		Electricity Use–included in rent	kWh	7,740	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	0.9	excl.[5]
		Fossil Fuel Use–included in rent	therms	176	excl.[5]

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

Facility	Scope	Metric	Unit	YTE 2024	YTE 2023
Montreal	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	excl.[5]
		Purchased Electricity	kWh	–	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	excl.[5]
		Indirect use of Natural Gas	therms	–	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	excl.[4]	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	excl.[4]	excl.[5]
		Electricity Use–included in rent	kWh	excl.[4]	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	excl.[4]	excl.[5]
		Fossil Fuel Use–included in rent	therms	excl.[4]	excl.[5]
Paris	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	excl.[4]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	4.5	excl.[4]
		Electricity Use–included in rent	kWh	77,638	excl.[4]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	6.4	excl.[4]
		Fossil Fuel Use–included in rent	therms	1,199	excl.[4]
Rotterdam	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	excl.[2]	2.1
		GHG from Purchased Electricity (market based)	tCO$_2$e	excl.[2]	3.4
		Purchased Electricity	kWh	excl.[2]	7,516
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	excl.[2]	excl.[2]
		Indirect use of Natural Gas	therms	excl.[2]	excl.[2]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	8.2	–
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	13.2	–
		Electricity Use–included in rent	kWh	29,175	–
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	2.7	2.7
		Fossil Fuel Use–included in rent	therms	499	499
Singapore	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	25.2	excl.[2]
		GHG from Purchased Electricity (market based)	tCO$_2$e	30.7	excl.[2]
		Purchased Electricity	kWh	80,885	excl.[2]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	excl.[4]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	excl.[4]
		Electricity Use–included in rent	kWh	–	excl.[4]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	–
		Fossil Fuel Use–included in rent	therms	–	–
Sydney	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	–	excl.[5]
		GHG from Purchased Electricity (market based)	tCO$_2$e	–	excl.[5]
		Purchased Electricity	kWh	–	excl.[5]
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	–	excl.[5]
		Indirect use of Natural Gas	therms	–	excl.[5]
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	16.6	excl.[5]
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	20.2	excl.[5]
		Electricity Use–included in rent	kWh	25,000	excl.[5]
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	2.1	excl.[5]
		Fossil Fuel Use–included in rent	therms	386	excl.[5]
Toronto	Scope 2	GHG from Purchased Electricity (location based)	tCO$_2$e	1.7	–
		GHG from Purchased Electricity (market based)	tCO$_2$e	4.6	–
		Purchased Electricity	kWh	101,091	–
		GHG from Purchased Steam, Heat, & Cooling	tCO$_2$e	25.0	–
		Indirect use of Natural Gas	therms	4,709	–
	Scope 3	GHG from Waste Generated in Operations	tCO$_2$e	excl.[3]	excl.[5]
		GHG from Electricity Use–included in rent (location based)	tCO$_2$e	–	5.1
		GHG from Electricity Use–included in rent (market based)	tCO$_2$e	–	13.3
		Electricity Use–included in rent	kWh	–	294,685
		GHG from Fossil Fuel Use–included in rent	tCO$_2$e	–	24.3
		Fossil Fuel Use–included in rent	therms	–	4,566

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

				YTE 2024	YTE 2023
Zurich	Scope 2	GHG from Purchased Electricity (location based)	tCO_2e	–	–
		GHG from Purchased Electricity (market based)	tCO_2e	–	–
		Purchased Electricity	kWh	–	–
		GHG from Purchased Steam, Heat, & Cooling	tCO_2e	–	–
		Indirect use of Natural Gas	therms	–	–
	Scope 3	GHG from Waste Generated in Operations	tCO_2e	excl.[3]	excl.[3]
		GHG from Electricity Use–included in rent (location based)	tCO_2e	2.6	2.6
		GHG from Electricity Use–included in rent (market based)	tCO_2e	2.1	2.1
		Electricity Use–included in rent	kWh	69,624	69,624
		GHG from Fossil Fuel Use–included in rent	tCO_2e	8.4	14.6
		Fossil Fuel Use–included in rent	therms	1,584	2,751

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. Where insufficient data was available to calculate GHG emissions due to energy use included in rent, this data is not currently included in this report.

5. The following facilities opened in 2024: Bogota, Melbourne, Mexico City, Milan, Montreal, and Sydney.

NOTE: † indicates fields for which prior year (2023) data has been recalculated to enable a meaningful comparison with data reported for the current year.

Everest's 2024 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 GHG Emissions Data

Organizational Boundary: Operational Control Approach, Global operations of Everest Group, Ltd.

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: Montreal 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 (from mileage records, where available, or spend (including out of pocket expense claims)), 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: Montreal 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, 2024 – December 31, 2024

The report references Disclosures 305-1, 305-2, and 305-3 from GRI 305: Emissions 2016, and Disclosures 302-1 from GRI 302: Energy 2016.

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 (CO_2); methane (CH_4); nitrous oxide (N_2O); hydrofluorocarbons (HFCs); perfluorocarbons (PFs); and sulfur hexafluoride (SF_6), plus nitrogen trifluoride (NF_3). GHG emissions are reported using the universal unit of measurement, CO_2 equivalent (CO_2e) 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)". Specific emissions factors utilized are sourced primarily from the U.S. EPA's "GHG Emission Factors Hub 2025".

Reference Standards

World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), "GHG Protocol, Corporate Accounting and Reporting Standard", Revised Edition, 2004.

World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), "Categorizing GHG Emissions Associated with Leased Assets. Appendix F to the GHG Protocol Corporate Standard", 2006.

World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), "GHG Protocol Scope 2 Guidance. An amendment to the GHG Protocol Corporate Standard", 2015. Plus addenda through December 2022.

World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), "GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0)", 2013.

GHG Protocol and WRI, "GHG Emissions Calculation Tool: a calculation tool for estimating GHG emissions based on the GHG Protocol", beta version, March 2021.

Strichting Global Reporting Institute (GRI) and Global Sustainability Standards Board (GSSB), "GRI Standard 101: Foundation 2016", 2018.

Strichting Global Reporting Institute (GRI) and Global Sustainability Standards Board (GSSB), "GRI Standard 305: Emissions 2016", 2018.

Strichting Global Reporting Institute (GRI) and Global Sustainability Standards Board (GSSB), "GRI Standard 302: Energy 2016", 2018.

EPA, "Emission Factors for Greenhouse Gas Inventories 2025," (the "EPA Emission Factors Hub 2025"), last modified January 15, 2025

Green-e Energy Residual Mix Emissions Rates (2024) (2022 Data), March 6, 2025

European Residual Mixes 2020 v1.2 (Published May 2021) – Table 2, Direct GWP

EIB Project Carbon Footprint Methodologies, Methodologies for the assessment of project greenhouse gas emissions and emission variations, Version 11.3, January 2023

Harmonized IFI Default Grid Factors 2021 v3.0 - UNFCCC

UK DEFRA, Greenhouse gas reporting: conversion factors v1.1, 2024

Ingwersen, W. AND M. Li. Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities. U.S. Environmental Protection Agency, Washington, DC, EPA/600/R-20/001, 2020., "Supply Chain Greenhouse Gas Emission Factors v1.3.0 by NAICS-6", July 2024

Appendix B: PSI Index

Principle 1	
We will embed in our decision-making environmental, social, and governance issues relevant to our insurance business.	
Our Sustainability Strategy Climate Risk Management	Pgs. 11-14 Pgs. 16-17

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	Pg. 14 Pgs. 16-17 Pgs. 18-20

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.	
2024 Corporate Responsibility Report	Pgs. 1-62

Appendix C: PRI Index

Principle 1	
We will incorporate ESG issues into investment analysis and decision-making processes.	
Investment Oversight	Pgs. 21-22

Principle 2	
We will be active owners and incorporate ESG issues into our ownership policies and practices.	
Investment Strategy	Pgs. 21-22

Principle 3	
We will seek appropriate disclosure on ESG issues by the entities in which we invest.	
Investment Strategy	Pgs. 21-22

Principle 4	
We will promote acceptance and implementation of the Principles within the investment industry.	
Responsible Investing	Pgs. 21-22

Principle 5	
We will work together to enhance our effectiveness in implementing the Principles.	
Responsible Investing	Pgs. 21-22

Principle 6	
We will each report on our activities and progress towards implementing the Principles.	
Responsible Investing	Pgs. 21.22

Appendix D: 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, 2024 – December 31, 2024 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	*2024 Corporate Responsibility Report:* Company Portrait, pgs. 6-9
	2-2 Entities included in the organization's sustainability reporting	*2024 Corporate Responsibility Report:* About This Report, pg. 13
	2-3 Reporting period, frequency and contact point	This report covers fiscal year 2024 (January 1, 2024 – December 31, 2024). 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 Nandini Mani, Senior Vice President.
	2-4 Restatements of information	N/A
	2-5 External assurance	*2024 Corporate Responsibility Report:* Appendix A: Greenhouse Gas Emissions, pg. 50
	2-6 Activities, value chain and other business relationships	*2024 Corporate Responsibility Report:* Company Portrait, pgs. 6-9 Supply Chain, pg. 24
	2-9 Governance structure and composition	*2024 Corporate Responsibility Report:* Transparency and Accountability, pgs. 39-43
	2-10 Nomination and selection of the highest governance body	*2024 Corporate Responsibility Report:* Corporate Governance, pgs. 42-43 *2025 Proxy Statement,* pgs. 7-17, 25-38
	2-11 Chair of the highest governance body	*2024 Corporate Responsibility Report:* Corporate Governance, pgs. 42-43 *2025 Proxy Statement,* pg. 24
	2-12 Role of the highest governance body in overseeing the management of impacts	*2024 Corporate Responsibility Report:* Corporate Governance, pgs. 42-43 Sustainability Governance, pg. 40
	2-13 Delegation of responsibility for managing impacts	*2024 Corporate Responsibility Report:* Corporate Governance, pgs. 42-43 Sustainability Governance, pg. 40
	2-14 Role of the highest governance body in sustainability reporting	*2024 Corporate Responsibility Report:* About This Report, pg. 13 Sustainability Governance, pg. 40

GRI STANDARD	Disclosure	Location
	2-15 Conflicts of interest	*2024 Corporate Responsibility Report:* Conflicts of Interest, pg. 45
	2-16 Communication of critical concerns	*2024 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 44-47
	2-17 Collective knowledge of the highest governance body	*2024 Corporate Responsibility Report:* Board Composition and Diversity, pgs. 42-43 Sustainability Governance, pg. 40
	2-18 Evaluation of the performance of the highest governance body	*2024 Corporate Responsibility Report:* Director Nomination and Selection, pg. 42
	2-19 Remuneration policies	*2025 Proxy Statement,* pgs. 43-77
	2-20 Process to determine remuneration	*2025 Proxy Statement,* pgs. 43-77
	2-21 Annual total compensation ratio	*2025 Proxy Statement,* pg. 77
	2-22 Statement on sustainable development strategy	*2024 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://investors.everestglobal.com/governance/governance-documents/default.aspx
	2-24 Embedding policy commitments	*2024 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 44-47
	2-26 Mechanisms for seeking advice and raising concerns	*2024 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 44-47
	2-27 Compliance with laws and regulations	*2024 Corporate Responsibility Report:* Environmental Compliance, pg. 24
	2-28 Membership associations	*2024 Corporate Responsibility Report:* Key Climate-related Partnerships and Memberships, pg. 14
	2-29 Approach to stakeholder engagement	*2024 Corporate Responsibility Report:* Stakeholder Outreach, pg. 41
	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	*2024 Corporate Responsibility Report:* Relevant Topics, pg. 12
	3-2 List of material topics	*2024 Corporate Responsibility Report:* Relevant Topics, pg. 12
	3-3 Management of material topics	*2024 Corporate Responsibility Report:* Relevant ESG Topics, pg. 12
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	*2024 Corporate Responsibility Report:* Economic Performance, pg. 10
	201-2 Financial implications and other risks and opportunities due to climate change	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	*2024 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 44-47
	205-2 Communication and training about anti-corruption policies and procedures	*2024 Corporate Responsibility Report:* Business Ethics Training, pg. 47
	205-3 Confirmed incidents of corruption and actions taken	*2024 Corporate Responsibility Report:* Business Ethics, Compliance, and Integrity, pgs. 44-47
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	*2024 Corporate Responsibility Report:* Compliance with Laws and Regulations, pgs. 45-46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	*2024 Corporate Responsibility Report:* Emissions, pg. 23 Appendix A: Greenhouse Gas Emissions, pgs. 50-58
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	*2024 Corporate Responsibility Report:* Emissions, pg. 23 Appendix A: Greenhouse Gas Emissions, pgs. 50-58
	305-2 Energy indirect (Scope 2) GHG emissions	*2024 Corporate Responsibility Report:* Emissions, pg. 23 Appendix A: Greenhouse Gas Emissions, pg. 50
	305-3 Other indirect (Scope 3) GHG emissions	*2024 Corporate Responsibility Report:* Emissions, pg. 23 Appendix A: Greenhouse Gas Emissions, pg. 50
GRI 306: Waste 2020	306-3 Waste generated	*2024 Corporate Responsibility Report:* Waste, pg. 24

GRI STANDARD	Disclosure	Location
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	*2024 Corporate Responsibility Report:* Supply Chain, pg. 24
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	*2024 Corporate Responsibility Report:* Benefits and Wellness, pg. 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	*2024 Corporate Responsibility Report:* Health and Safety, pg. 35
	403-6 Promotion of worker health	*2024 Corporate Responsibility Report:* Benefits and Wellness, pg. 35
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	*2024 Corporate Responsibility Report:* Employee Training, pg. 34
	404-2 Programs for upgrading employee skills and transition assistance programs	*2024 Corporate Responsibility Report:* Talent Attraction and Development, pgs. 33-34
	404-3 Percentage of employees receiving regular performance and career development reviews	*2024 Corporate Responsibility Report:* Continuous Feedback, pg. 34
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	*2024 Corporate Responsibility Report:* Corporate Governance, pgs. 42-43
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	*2024 Corporate Responsibility Report:* Complaint Procedure, pg. 32 Non-Discrimination and Anti-Harassment Policy, pg. 32
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	*2024 Corporate Responsibility Report:* Supply Chain, pg. 24
	414-2 Negative social impacts in the supply chain and actions taken	*2024 Corporate Responsibility Report:* Supply Chain, pg. 24
GRI 415: Public Policy 2016	415-1 Political contributions	*2024 Corporate Responsibility Report:* Political Contributions, pg. 47
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	*2024 Corporate Responsibility Report:* Cybersecurity and Data Privacy, pgs. 48-49

Appendix E: 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.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24 Sustainability Governance, pg. 40
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24 Sustainability Governance, pg. 40
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.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
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.	*2024 Corporate Responsibility Report:* Our Sustainability Strategy, pgs. 11-14
	b) Describe the organization's processes for managing climate-related risks.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24
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.	*2024 Corporate Responsibility Report:* Climate Change Risks and Opportunities, pgs. 15-24 Operational Impact, pgs. 23-24
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	*2024 Corporate Responsibility Report:* Emissions, pg. 23 Appendix A: Greenhouse Gas Emissions, pg. 50
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	*2024 Corporate Responsibility Report:* Operational Impact, pgs. 23-24