

ESG Reference Tool
 WORKING DOCUMENT

COMPANY	ESG Reports	Environmental	Social	Governance
AIG	2020 ESG Report 2021 ESG Report 2022 ESG Report	Net Zero Commitments Sustainability	Corporate Citizenship & Philanthropy Diversity, Equity, & Inclusion	Governance Documents Governance Guidelines

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Allianz	Sustainability Report 2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023	Allianz Climate Targets For Specific Asset Classes Climate Change Strategy Exclusion Policy Global Approach to Sustainability Net Zero Transition Plan Net-Zero Asset Owner Alliance (NZAOA) Our ESG Approach Sustainable Investing	Diversity & Inclusion ESG Approach ESG Investor Sentiment Study Inclusion & Diversity Social Approach Sustainability Integration Framework Responsible Investments and Insurance	Corporate Global Governance Guidelines Corporate Governance Culture & Behavioral Principles Group Sustainability Board

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Allstate	2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023 Sustainability Report	Net Zero Emission Commitment Responsible Investing Sustainability	Inclusive Diversity & Equity Social Impact and Community Leadership 2023 Public Policy Participation Report 2024 Public Policy Participation Report	Code of Conduct Governance Overview
American Ag	2022 ESG Report 2023 ESG Report		Community Service	

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American Family		Commitment to Sustainability & Climate Action Sustainability & Climate Action Strategic Plan 2022 Task Force on Climate-Related Financial Disclosures (TCFD) Report 2023 TCFD Report	Community Commitment Corporate Social Responsibility Diversity & Inclusion Diversity Free to Dream Initiative	2018 Corporate Responsibility Report 2019 Corporate Responsibility Report 2020 Corporate Responsibility Report

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AON	2020 ESG Impact Report 2021 ESG Impact Report 2022 ESG Impact Report 2023 ESG Impact Report	Environmental Policy Environmental Risks and ESG Global Responsible Investment Policy 2023 Weather, Climate and Catastrophe Insight Report	Diversity Solutions 2019 Report Diversity Solutions 2021 Report Diversity, Equity & Inclusion Survey Report 2022 Diversity Solutions 2023 Economic Impact Report Inclusion & Diversity	Board of Directors Code of Business Conduct Leadership & Governance Supplier & Business Diversity Commitment Statement

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Arch	2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023 Sustainability Report	Arch Thermal Coal Policy Responsible Investing Sustainability Accounting Standards Board (SASB) Report 2021 SASB Report 2022 SASB Report 2023 2022 Climate-Related Disclosure Report	Community Impact Diversity & Inclusion	Sustainability & Governance Corporate Governance Guidelines 2023 Code of Business Conduct

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Argo Re	2020 ESG Report 2021 ESG Report 2022 ESG Report 2023 ESG Report	Climate Wise Report 2020-2021 Climate Wise Report 2021-2022 Environmental Management Greenhouse Gas Emissions Responsible Investment Risk Assessment Sustainability Management	Community Corporate Responsibility Diversity & Inclusion Diversity in Recruitment	Code of Conduct and Business Ethics Corporate Governance Guidelines Governance Governance and Compensation Enhancements
Aspen Reinsurance	ESG Report 2021 ESG Report 2022	Sustainability	Diversity, Equity, & Inclusion	Code of Conduct Corporate Governance Guidelines

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Assurant	2021 Social Responsibility Report 2022 Sustainability Report 2023 Sustainability Report	Climate Action Policy Corporate Social Responsibility Commitment Responsible Investing Commitment Strengthening ESG Commitments Sustainability 2023 CDP Climate Change Disclosure 2022 GHG Statement	CEO Action for Diversity & Inclusion Diversity, Equity and Inclusion Impact on Society	Board Committees and Charters Code of Business Conduct and Ethics Corporate Governance Guidelines The Importance of Corporate Governance

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AXA XL	2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report	AXA & Climate Change Energy Policy Environmental Policy Net Zero Strategy for Investment & Underwriting Responsible Investment Supporting the ESG transition, the role of insurance in sustainability 2021 Climate Report 2022 Climate Report 2023 Climate Report	ESG Performance Human Rights Policy Inclusion & Diversity Inclusion & Diversity Policy	Compensation of Corporate Officers Compensation, Governance & Sustainability Committee Compliance & Ethics Code Corporate Social Responsibility Strategy Governance Overview

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AXIS	ESG Investment Policy Principles for Sustainable Insurance 2021 Principles for Sustainable Insurance 2022 Sustainability Accounting Standards Board Disclosure Report 2021 Sustainability Accounting Standards Board Disclosure Report 2022	Environment: Protecting our planet Fossil Fuel Policy GHG Reduction Commitment Insurance Insider Climate Change Article (sponsored by AXIS) Statement and Policy on Climate Risk and the Environment 2022 TCFD Report	Corporate Citizenship Diversity, Equity & Inclusion Human Rights Policy Philanthropy: Investing in our communities	AXIS Committee Composition Code of Business Conduct Charter of the Human Capital and Compensation Committee Governance
BlackRock	ESG Integration Statement 2023 Investment Stewardship Annual Report 2022 Sustainability Disclosure	Environmental Sustainability 2023 TCFD Report 2030 Net Zero Statement	Diversity, Equity & Inclusion Social Impact	Code of Business Conduct & Ethics Corporate Governance Guidelines Governance Overview

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Canada Life	2020 Public Accountability Statement 2021 Public Accountability Statement 2022 Public Accountability Statement 2023 Public Accountability Statement 2023 LF Canlife UK Property ACS Sustainability Report 2023 IA Fund Sustainability Report	Environmental Responsibility Sustainable Portfolios	Community and Social Responsibility Socially Responsible Investing	Governance

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Chubb	2022 ESG Report 2023 Sustainability Report	Chubb Climate+ Climate and Conservation-Focused Underwriting Standards Coal Policy Environment & Climate Change Climate Change Policy 2019 Environmental Report 2020 Environmental Report 2022 TCFD Report 2023 TCFD Report	Accelerating Opportunities for Women Advancing Racial Justice Diversity & Inclusion Public Policy Engagement & Disclosure Philanthropy & Volunteerism 2021 Communication on Progress United Nations Global Compact	Chubb Policy on Fair Disclosure to Investors Code of Conduct Corporate Governance Guidelines

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Cincinnati Re	2022 ESG Report 2022 Sustainability Accounting Standards Board (SASB) Report	Environmental Stewardship Sustainability Sustainability Data Sheet 2022 TCFD Report		Code of Conduct Corporate Governance
Conduit Re	2022 ESG Report 2023 ESG Report	Environment 2022 ClimateWise Report 2023 ClimateWise Report	Diversity Social Philosophy	Governance
Convex	Sustainability 2021 Sustainability Statement 2022 Sustainability Statement	2023 ClimateWise Report		

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EMC	About EMC - ESG 2022 ESG Report	ESG Commitment - Environmental	Community Involvement Diversity, Equity, Inclusion & Belonging (DEIB) ESG Commitment – Social	ESG Commitment – Governance
Erie Insurance			Diversity, Equity & Inclusion Social Responsibility	Code of Conduct Governance and Management
Essent	2021 Sustainability Report 2022 Sustainability Report 2023 ESG Report 2024 ESG Report			Code of Business Conduct & Ethics Policy Corporate Governance Guidelines

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Everest Re	ESG at Everest 2021 Corporate Responsibility Report 2021 Sustainability Accounting Standards Board (SASB) Report 2022 Corporate Responsibility Report 2023 Corporate Responsibility Report	Environmental Policy Responsible Investment Policy	Diversity, Equity & Inclusion (DEI) at Everest Social Responsibility	Governance Corporate Governance Guidelines
Farmers		Environmental Sustainability UN Principles for Sustainable Insurance	Corporate Responsibility Diversity, Equity, Inclusion and Belonging	
GEICO		Environmental Safety Practices	Community Service Diversity & Inclusion 2023 Social Responsibility Impact	

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Greenlight Re	Environmental, Social and Governance			Code of Business Conduct and Ethics Corporate Governance Guidelines
Hartford	Sustainability Reports and Disclosures 2021 Sustainability Highlight Report 2022 Sustainability Report	Climate Change Coal and Tar Sands Policy Corporate Sustainability Environmental Impact ESG Investment Policy Statement Net Zero Approach 2022 TCFD Report	DEI Goals & Progress Diversity, Equity & Inclusion	Code of Ethics & Business Conduct Corporate Governance Corporate Governance Guidelines

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Hiscox	Climate Report 2021 Climate Report 2022 Climate Report 2023 ESG at Hiscox ESG Reporting	Approach to Climate Change Environmental Responsibility ESG Exclusions Policy Environmental Policy Responsible Investment Policy Statement	Diversity, Equity & Inclusion Policy Gender Pay Report 2021 Gender Pay Report 2022 Gender Pay Report 2023 Hiscox Equality Policy Social Responsibility 2020 Impact Report 2021 Impact Report 2022 Impact Report	Corporate Governance Report 2020 Corporate Governance Report 2022 Corporate Governance Report 2023 Hiscox Corporate Governance

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Liberty Mutual	ESG Principles 2020 ESG Review 2021 ESG Review 2022 Sustainability Review 2023 Purpose & Impact Report	Climate Aspirations Carbon Reduction Announcement Climate Transition Center Corporate Sustainability Environment and Climate Change Sustainability Resources Sustainability News (Ongoing Updates) 2020 TCFD Report 2021 TCFD Report 2022 TCFD Report 2023 TCFD Report	DEI Commitment Human Rights Principles	Code of Business Ethics & Conduct Corporate Governance Sustainability Summary and Definitions

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Lloyds	2020 ESG Report 2021 ESG Report 2022 ESG Performance Report 2023 Sustainability Report	ClimateWise Coal Divestment Plan Energy & Carbon Report (2020) Sustainability	Community Involvement Diversity & Inclusion Pay Gap Reports	Governance Structure
Markel		Our Environment Markel Reaffirms Commitment to Renewable Energy	Diversity and Inclusion	Code of Conduct Corporate Governance Guidelines Governance Documents
Marsh McLennan	ESG @ Marsh McLennan 2020 ESG Report 2021 ESG Report 2022 ESG Report 2023 ESG Report	Sustainability Commitment 2022 Greenhouse Gas Inventory Verification Statement 2023 GHG Inventory Verification Statement	Inclusion & Diversity	Corporate Governance Code of Conduct Guidelines for Corporate Governance

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MetLife	ESG Investment Policy 2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report	Environmental Policy Environmental Stewardship Net Zero Commitment Statement on Climate Change Sustainability Commitments	Global Diversity, Equity & Inclusion Racial Equity Social Responsibility	Corporate Governance Corporate Governance Guidelines
MGIC	2020 ESG Report 2022 ESG Report 2023 Corporate Sustainability Report 2024 Corporate Sustainability Report	Commitment to our Environment	Commitment to DEI Corporate Responsibility	Code of Conduct and Ethics Corporate Governance Guidelines

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Munich Re	Corporate Responsibility Report 2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023	Approach to Fossil Fuels in Underwriting and Investment Climate Ambition & Reporting Climate Change Sustainability News (Ongoing Updates)	Human Rights Policy Statement on Human Rights	Code of Conduct Corporate Governance
Nationwide	2021 Corporate Sustainability Report 2022 Corporate Sustainability Report 2023 Corporate Sustainability Report	Energy & Environment Commitment Environmental Sustainability	Communities and Giving Diversity, Equity & Inclusion	Code of Conduct Ethics & Governance Governance Committee

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Pacific Life	2019 Corporate Responsibility Report 2021 Corporate Responsibility Report 2023 Corporate Responsibility Report	Environment Environmental Policy Responsible Investment Policy Sustainable Financing Framework	Corporate Social Responsibility Diversity, Equity & Inclusion Human Rights Policy Investing in Communities	Board and Corporate Governance Guidelines Code of Conduct Leadership
Progressive	2020 Corporate Sustainability Report 2021 Corporate Sustainability Report 2022 Corporate Sustainability Report	Environmental Stewardship	Community Outreach Core Values Corporate Responsibility Diversity, Equity & Inclusion	Code of Business Conduct and Ethics Corporate Governance Guidelines Governance Documents
Renaissance Re	ESG at Renaissance Re 2023 Sustainability Report	Environmental Policy Responsible Investment Policy 2023 ClimateWise Report	Equal Opportunities Statement Human & Labor Rights Policy	Code of Ethics and Conduct Corporate Governance Guidelines ESG Content Index

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RGA Life	ESG 2021 ESG Report 2022 Sustainability Report 2023 Annual Report – Sustainability	Climate Policy Sustainable Investing Sustainability	Diversity, Equity & Inclusion Global Human Rights Policy	Corporate Governance Corporate Governance Guidelines
Ryan Re	ESG at Ryan Re	Environmental	Social	Code of Conduct Governance
SCOR	2020 Sustainable Investment Report 2021 Sustainable Investment Report 2022 Activity Report 2022 Sustainability Report 2023 Sustainability Report	Climate Policy Sustainability Policy Sustainable Underwriting 2020 Climate Report 2021 Climate Report	Social & Environmental Commitments Sustainable Operations	Code of Conduct Corporate Governance

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Sompo Holdings	Efforts to Address ESG Issues ESG Information Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023	Climate Action Response to Recommendations of the Task Force on Climate-related Financial Disclosures Responsible Investment and Lending	Diversity and Inclusion Key Initiatives Social Finance	Corporate Governance Corporate Governance Policy Corporate Governance Report 2021 Corporate Governance Report 2022 Corporate Governance Report 2023 Corporate Governance Report 2024
State Farm	2020 ESG Snapshot 2021 ESG Report 2022 Impact Report	Environmental Sustainability 2022 TCFD Report	Community Involvement Diversity & Inclusion	Code of Conduct

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Swiss Re	ESG Risk Framework Sustainability Report 2020 Sustainability Report 2021 Sustainability Report 2022 Sustainability Report 2023	Climate Action Climate Change Climate Strategy Group Sustainability Strategy Responsible Investing in Practice	Diversity, Equity and Inclusion Inclusive Culture Swiss Re Foundation	Code of Conduct Corporate Governance Guidelines 2022 Corporate Governance Report 2023 Corporate Governance Report
Toa Re	2022 Report and Accounts 2023 Report and Accounts	Environment - Promotion of Climate Change Countermeasures Sustainability	Society – Respect for Human Rights and Promotion of D&I	Corporate Governance Governance – Strengthening of Internal Control
Transatlantic Re	Best’s Company Report 2023 (discussion of ESG on pg 8)	ESG Principles	Social Conscience Trans Re ESG Podcasts	Trans Re Appoints ESG Leader

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Travelers	Sustainability Report 2020 Sustainability Report 2021 Sustainability Report 2022 2020 ESG Analyst Data 2021 ESG Analyst Data 2022 ESG Analyst Data	Climate Strategy Coal/Tar Sands Policy Eco-Efficient Operations Resilient Coasts Initiative 2022 TCFD Report	Diversity and Inclusion Human Capital Management	Corporate Governance Documents Governance Practices
Tokio Marine	2021 Sustainability Report 2022 Sustainability Report 2023 Sustainability Report 2023 Integrated Annual Report	Carbon Neutral in 2022 Climate Strategy Environmental Initiatives 2023 TCFD Report	Resolving Social Issues Social Initiatives	Corporate Governance Corporate Philosophy
USAA		Environmental Responsibility	Corporate Responsibility Diversity & Inclusion	Corporate Governance Corporate Governance Guidelines

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Willis Towers Watson	ESG In Sight ESG & Sustainability 2022 ESG Report 2023 Stewardship Report	Climate Policy ESG & Sustainability – Environmental Net-Zero Goal Sustainable Investing Policy Sustainable Investment 2022 TCFD Report 2023 TCFD Report	ESG & Sustainability - Social Inclusion and Diversity Inclusion and Diversity Report 2021 Inclusion and Diversity Report 2022	Code of Conduct Corporate Governance Guidelines ESG & Sustainability - Governance Governance Matters
Zurich	2020 Sustainability Report 2021 Sustainability Report 2022 Integrated Sustainability Disclosure 2023 Sustainability Report	Climate Action Path to Net-Zero Investing Responsibly Sustainability Highlights 2019 Targets & Positions	Diversity & Inclusion Human Rights Mitigating ESG Risks	Code of Conduct Corporate Governance Structure