

Reimagining Retirement

About this report

This report contains information about The Global Atlantic Financial Group LLC and its subsidiaries (collectively, the “Company”, “we”, “our” or “us”) with a focus on highlights for the 2023 calendar year, unless otherwise noted.

In 2023, we focused our efforts on corporate responsibility matters that we believe are most relevant and most impactful to our business as a company, and our stakeholders. We are committed to continuous learning and expect our efforts to evolve as we monitor policy developments and best practices.

July 2024



Global Atlantic is a leading insurance company meeting the retirement and life insurance needs of individuals and institutions. With a strong financial foundation and risk and investment management expertise, the Company delivers tailored solutions to create more secure financial futures. The Company's performance has been driven by its culture and core values focused on integrity, teamwork, and the importance of building long-term client relationships. Global Atlantic is a wholly-owned subsidiary of KKR & Co. Inc. (NYSE: KKR), a leading global investment firm. Through this relationship, the Company leverages KKR's investment capabilities, scale and access to capital markets to enhance the value we offer to our clients.

Additional information

Please visit our website for additional information on our history and capabilities.
globalatlantic.com

Please view our current and historical GAAP and statutory financial statements here:
globalatlantic.com/financial-statements

Table of Contents

Introduction

| | |
|--|---|
| A Message from our Co-Founder, Chairman & CEO..... | 2 |
| Global Atlantic Snapshot..... | 3 |
| A Values-based Company | 4 |
| History..... | 5 |
| Global Atlantic & KKR: A Powerful Combination..... | 6 |

■ Creating a Sustainable Future for Retirement

| | |
|----------------------|---|
| Leadership Q&A | 8 |
|----------------------|---|

■ Promoting Sound Governance

| | |
|---------------------------------------|----|
| Board Oversight..... | 12 |
| Management Oversight..... | 13 |
| Conduct, Ethics and Compliance..... | 14 |
| Data Privacy and Cyber Security | 15 |

■ Responsible Investment

| | |
|--|----|
| Responsible Investment Statement..... | 17 |
| Responsible Investment Practices | 18 |

■ Environmental Stewardship

| | |
|---|----|
| National Forest Foundation Partnership..... | 20 |
|---|----|

■ Investing in our Employees

| | |
|--------------------------------------|----|
| Employee Recognition..... | 22 |
| Professional Development..... | 23 |
| Benefits and Wellness..... | 24 |
| Compensation Practices..... | 26 |
| Diversity, Equity and Inclusion..... | 27 |

■ Serving our Communities

| | |
|-------------------------------------|----|
| Charitable Giving Programs..... | 33 |
| Global Atlantic Re Foundation | 34 |
| Global Atlantic Foundation..... | 36 |
| The GO Project..... | 38 |

■ Appendix

| | |
|---------------------------|----|
| SASB Standards Index..... | 40 |
|---------------------------|----|

A Message from our Co-Founder, Chairman & CEO

For Global Atlantic, prioritizing corporate responsibility has been a focus since inception because our purpose as a leading insurance company is centered around making a difference in people's lives. When I co-founded the business in 2004, one of the things that attracted me to the insurance industry was the long-term nature of the important promises we make to our clients and policyholders.

With this in mind, over the past almost 20 years, we have thoughtfully and patiently built the business with sound governance practices, a balance sheet to perform across market cycles, a diverse and talented team, and a strong sense of integrity in our role as corporate citizens on behalf of our employees, policyholders, clients, investors, and communities.

Today, I am pleased to share our third annual Corporate Responsibility report. In early 2024, KKR acquired all the remaining equity interests in Global Atlantic that KKR did not already own, which brought its ownership to 100%. In this year's report, we are proud to feature an interview on how Global Atlantic and KKR work together to secure the financial future of millions of Americans.

We invite you to explore our efforts to-date and look forward to updating you on our progress as we advance our corporate responsibility initiatives in the U.S., Bermuda, and over time, Europe and Asia, as we pursue international growth.



Allan Levine

Co-Founder, Chairman & CEO

The Global Atlantic Financial Group LLC



Global Atlantic Snapshot



1,500
Employees

\$158 Billion
AUM

100%
KKR Ownership

4,300
Employee Volunteer Hours

3 Million
Policyholders we are
proud to support

25+
Average years of Management
Leadership Experience

A

AM Best

A-

Standard &
Poor's

A

Fitch

A

Moody's



\$4 Million

Donated in total to 550
organizations, including
employee contributions

A.M. Best, Fitch and Standard & Poor's ratings apply to the individual financial strength of Accordia Life and Annuity Company, Commonwealth Annuity and Life Insurance Company, First Allmerica Financial Life Insurance Company, Forethought Life Insurance Company, and Global Atlantic Re Limited. Moody's rating applies to the individual financial strength of Accordia Life and Annuity Company, Commonwealth Annuity and Life Insurance Company, First Allmerica Financial Life Insurance Company and Forethought Life Insurance Company.

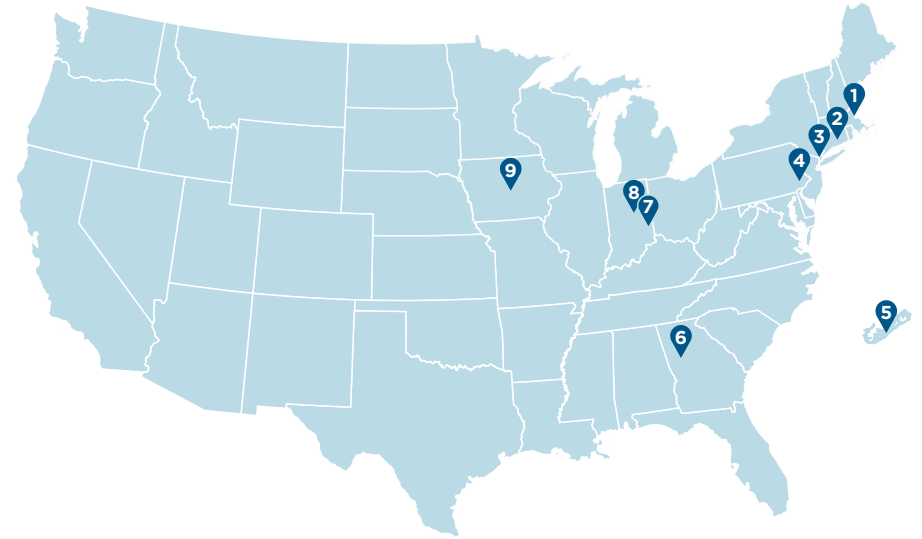
A financial strength rating is not a recommendation to buy, sell or hold securities and should not be relied upon when making any investment decision. A financial strength rating may be subject to revision or withdrawal at any time by the assigning rating organization.

Ratings apply to the issuing company and do not apply to any specific product or underlying fund.

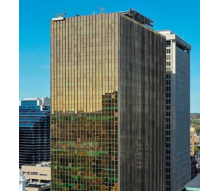
As of December, 31 2023.

As of January 2, 2024, KKR & Co. Inc. through its subsidiaries owns 100% of Global Atlantic.

Our Offices



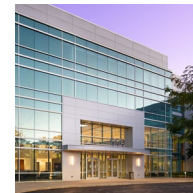
1 Boston, MA



2 Hartford, CT



3 New York, NY



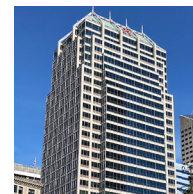
4 Wayne, PA



5 Bermuda



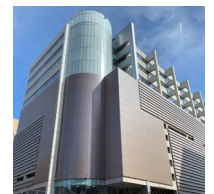
6 Atlanta, GA



7 Indianapolis, IN



8 Basteville, IN



9 Des Moines, IA

A Values-based Company

At Global Atlantic, our values drive our actions and the success we create for our clients and company — guiding the way we work and manage our business every day without compromise.



Our people have a unique sense of passion around our customers and the trust they place in us to help meet their long-term needs. We are in the promise business, and delivering on those promises also requires integrity, which is another hallmark of our culture.”

Rob Arena

Co-President and Head of Individual Markets



We have that rare mix of entrepreneurial energy and a culture that focuses on our client. When I think of Global Atlantic and all the things we’ve accomplished, there’s one word that comes to mind, and that’s partnership.”

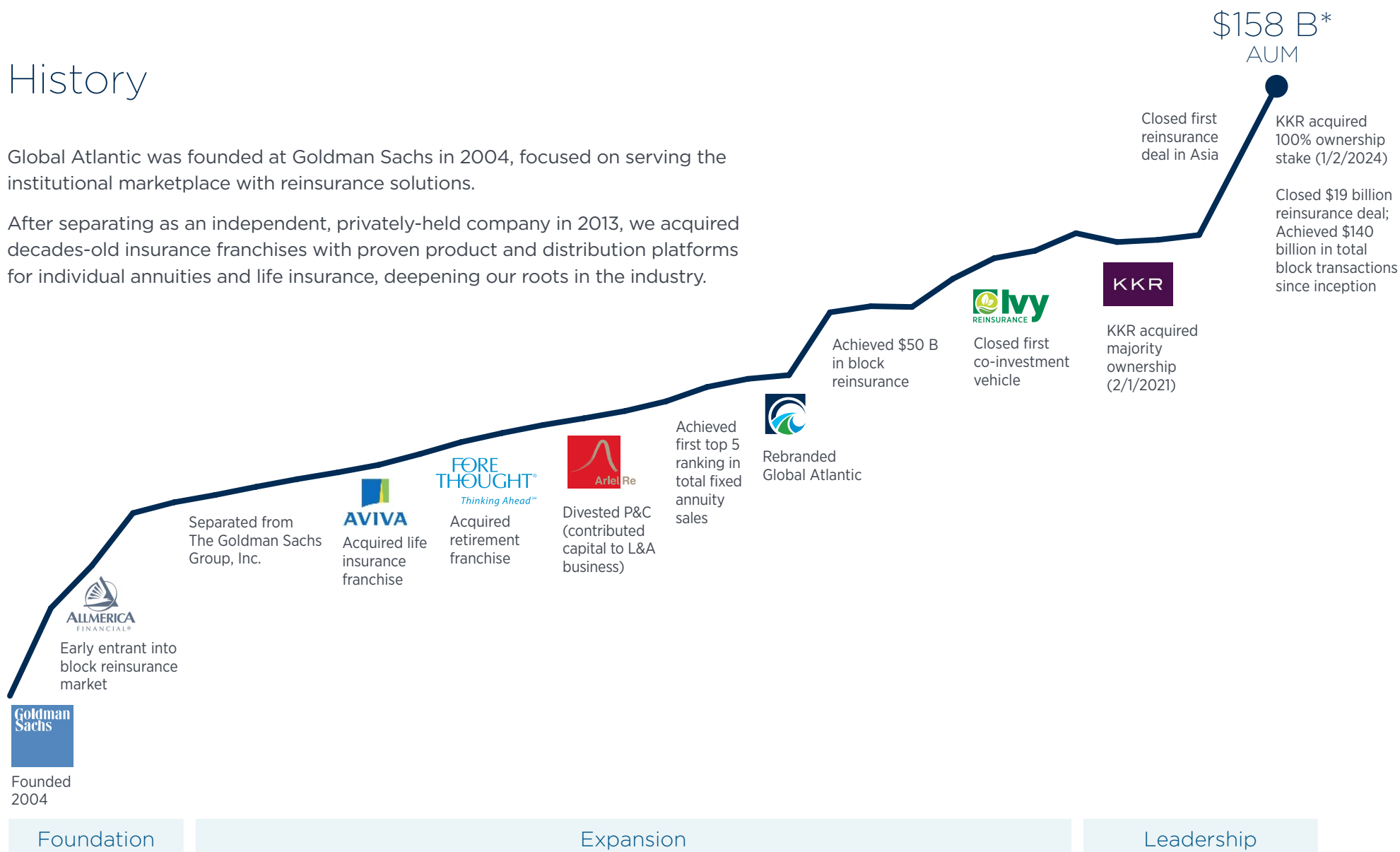
Manu Sareen

Co-President and Head of Institutional Markets

History

Global Atlantic was founded at Goldman Sachs in 2004, focused on serving the institutional marketplace with reinsurance solutions.

After separating as an independent, privately-held company in 2013, we acquired decades-old insurance franchises with proven product and distribution platforms for individual annuities and life insurance, deepening our roots in the industry.



Ready for Tomorrow

On January 2, 2024, Global Atlantic became a wholly-owned subsidiary of KKR, a leading global investment firm. While Global Atlantic operates as a standalone business, our partnership with KKR affords us a long-term capital structure and differentiated investment and risk management expertise. We believe these capabilities provide Global Atlantic with even greater flexibility and strengthen our position for future growth.

* As of December 31, 2023.

Global Atlantic & KKR: A Powerful Combination

In early 2024, KKR acquired all the remaining equity interests in Global Atlantic that KKR did not already own, which brought KKR's ownership to 100%.

Since the beginning of the strategic partnership in 2021, KKR has served as Global Atlantic's asset manager, offering access to its global investment and origination capabilities for the benefit of Global Atlantic's policyholders. Since the announcement of this strategic partnership in 2020, Global Atlantic has grown its assets under management from \$72 billion to \$158 billion (as of December 31, 2023). As of December 31, 2023, Global Atlantic served over three million policyholders.



Better Together

With increased alignment across both organizations, we believe the acquisition will support the creation of more growth opportunities, more investing synergies and more value for the individuals and institutions we serve.



Since day one, Global Atlantic has been a great fit for KKR, both from a business and cultural standpoint. With this new ownership structure in place, we look forward to even closer collaboration with Global Atlantic so that we can realize more of the synergies that we have uncovered in the first three years of our strategic partnership.”

Joseph Bae and Scott Nuttall
Co-Chief Executive Officers, KKR



Creating a Sustainable Future for Retirement

The retirement landscape is changing, and Global Atlantic takes great pride in helping retirees overcome today's challenges to secure and protect the retirement they deserve. When clients entrust us with their capital, they are counting on us to help them achieve their long-term financial objectives.

Creating a Sustainable Future for Retirement

There is a retirement crisis today that underscores the imperative for new thinking and solutions that drive value. According to a recent government report, nearly half of all Americans' ability to retire with financial security is at risk.¹ Considering that approximately 4.1 million Americans will retire each year through 2027, the need for more and better planning solutions is clear.² Every day, Global Atlantic is working to provide people with the opportunity to experience a dignified retirement without concerns about their financial security.



~50%

of all Americans' ability to retire with financial security is at risk.¹



4.1 Million

Americans retiring annually through 2027.²

¹ Protected Lifetime Income, Welcome to the Peak 65® Zone — A New Chapter in America's Retirement Landscape, 2024.

² Politico, Seven Reasons Why People Need Annuities, 2024.

Q&A: Making a Difference



Paula Nelson, Managing Director & Head of Strategic Growth

Paula is responsible for exploring new markets, distribution, and products. She is on the Executive Board for the Insured Retirement Institute (IRI) and the CEO Steering Committee on Consumer Issues for the American Council for Life Insurers (ACLI), two of the industry's leading trade organizations. In 2022, IRI named Paula the recipient of their Industry Champion of Retirement Security award in recognition of her extensive work to enhance retirement security in the United States throughout a career spanning more than three decades.



Kelly Milberger, Managing Director & Head of National Sales, Preneed Life Insurance

Kelly is responsible for leading and expanding the Company's preneed life insurance distribution, helping funeral homes and agencies grow their preneed programs for funeral and memorial planning.



Emily LeMay, Managing Director & Chief Operations Officer

Emily oversees all aspects of Global Atlantic's Individual Markets operations, customer experience and analytics, and enterprise project management office.

Q: Tell us more about the current backdrop. What role can insurance companies, and annuities in particular, play in helping address this challenge of securing a dignified retirement?

PN: We are facing the largest demographic of aging Americans ever seen, which means a growing market of retirees seeking to secure their financial futures. In the past, many companies provided employees with traditional pension plans for retirement security. However, only one in 10 Americans working in the private sector today participates in a defined-benefit pension plan.³ Americans who are active in planning and saving for retirement outside of a pension plan tend to follow the default investment-centric approach, such as 401(k) contributions, rather than an income-centric approach. Converting these savings into predictable income that will last throughout retirement is a challenge. This gap in our retirement security framework can and should be filled by proven, value-added solutions that create secure retirements, such as annuities.

³ The New York Times, The Pension: That Rare Retirement Benefit Gets a Fresh Look, 2023.

Much like a modern-day defined-benefit pension plan, annuities can provide a predictable, protected lifetime income stream. Through a guaranteed monthly check to Americans as long as they live, regardless of how the markets perform, annuities can fill a critical gap by providing reliable income to cover core spending needs and greatly reduce the risk of outliving assets in retirement. Annuities can also provide an attractive alternative as part of an overall personalized investment strategy across a wide range of risk profiles. This is particularly important for the roughly two-thirds of Americans for whom an investments-only approach is not the most effective, often due to a lack guaranteed lifetime income.

At Global Atlantic, we offer a variety of what we believe are among the industry-leading specialized life insurance, fixed-rate annuities, fixed-indexed annuities and registered annuities. These products offer tax-deferred savings and guaranteed income strategies that help cover essential retirement expenses, maintain a desired lifestyle, leave a lasting legacy, and pre-plan for final expenses. In fact, we were recently honored with two of **Barron's Best 100 Annuities in 2023** in the Registered Index-Linked Annuities and Fixed-Indexed Annuities categories.⁴

Q: How is Global Atlantic working to make sure Americans know about annuities in particular, and the value of retirement security more broadly?

PN: We think it is vitally important that people engage an independent financial professional. To bring our products to market, we rely on a network of unaffiliated distribution partners including banks, broker-dealers, and insurance agencies. We provide these partners a suite of resources they can use in conversations with potential clients and current policyholders to show how our products can create value. These resources help educate both financial professionals and clients in understanding annuities as well as they do investments.



The main way we provide this is through our Global Atlantic Consulting platforms and workshops. Global Atlantic Consulting also helps financial professionals communicate and build relationships with new markets and communities with practice management techniques. We view this as a crucial resource for engaging financial professionals in the need to provide more financial options to the growing market of American retirees.

Q: How can KKR and Global Atlantic work together to secure the financial futures of millions of Americans?

PN: I believe that KKR and Global Atlantic have an opportunity to use our unique backgrounds and expertise to bring more innovation to the retirement segment. There are a lot of synergies between alternatives and annuities, as both strategies increase diversification and are designed to help protect value.⁵ Additionally, we both care deeply about our clients and the communities we serve. KKR has an extensive history of working with both corporate pension plans and public ones that serve firefighters, teachers, and other civic workers. We believe that our strategic partnership will help KKR broaden its footprint in the retirement sector, innovating new products and bringing more

⁴ "High Rates Make Annuities Hot Investments. The 100 Best.", Barron's, July 21, 2023. Barron's Methodology: To help frame the various annuity categories, how they work, and the best offers these days, Barron's tapped Cannex, an independent research firm specializing in retirement products, as well as company data to compile a list of 100 competitive contracts based on common investor objectives and a set of assumptions, such as an investor's age and investment size. Because many annuities are designed to last for the long term, only contracts from companies with an AM Best rating of A- or above were considered.

⁵ An alternative is a category of investments outside of the conventional stock, bond or cash options.

alternative products to more people. And of course, it will also help Global Atlantic continue to do the same. Together, we believe we can help to make innovative strategies — not just annuities but new solutions as well — more readily available to the many everyday Americans planning for and reaching retirement. This is shared success — not just for KKR and Global Atlantic, but for those who can count on enhanced and secured value in their later years.

Q: How does preneed life insurance support security in retirement?

KM: Final expenses can burden loved ones, or reduce the value of a legacy. These concerns may weigh on a retiree as they age. By pre-funding final arrangements, retirees are able to remove one more variable affecting their long-term objectives. In my experience, people typically feel a financial and emotional obligation to secure their final arrangements as part of their legacy. Prenend life insurance empowers them to achieve that goal and helps ease their concerns.



Q: How is technology making retirement solutions more accessible?

EL: Global Atlantic is also a leader in partnering with Insurtech companies, helping to evolve the industry. For instance, we embrace new technology that allows financial professionals to demonstrate the value of insurance products within a holistic view of their investment portfolio.

Q: How is Global Atlantic leveraging digital solutions to enhance the client experience?

EL: We are driving digital adoption, simultaneously protecting the environment and enhancing the sales and service process. Global Atlantic has significantly invested in our digital capabilities, and we continue to advance the platform. For instance, financial professionals now have the ability to track application status online, and new technology has reduced the amount of time from application to issue. Business that comes in digitally versus on paper is processed twice as fast. We were also at the forefront of the move to electronic applications, which we require for all fixed rate annuity sales. And additionally, we incentivize the use of paperless statements by planting trees through our partnership with the National Forest Foundation when clients opt in.

Q: How important is industry and legislative advocacy in creating retirement security?

PN: We believe it is important to collaborate across our sector and be an active participant in the dialogue around industry-wide issues, such as digitalization and policymaking. We are actively engaged with industry organizations such as the American Council of Life Insurers and Money Management Institute. I have personally been a long-time board member of the Insured Retirement Institute.

In my role, I have access to policymakers helping to increase awareness about issues related to retirement security, including the value of annuities and the importance of guaranteed lifetime income, especially to middle income Americans. This directly ties to our ongoing objective at Global Atlantic to offer retirement income generating annuities inside of defined contribution plans making these strategies more accessible to middle market retirees.



Promoting Sound Governance

By promoting sound governance and embedding a culture of risk management across our organization, we believe we are well positioned to honor our client obligations, deliver value to stakeholders and protect the value of our franchise over the long term.

Board Oversight

Our Board of Directors provides strategic oversight of Global Atlantic. Led by our Co-Founder, Chairman & CEO Allan Levine, our Board of Directors also consists of independent directors and representatives from KKR. Collectively, we believe the Directors possess the deep knowledge, experience and judgment to oversee our business.

Corporate Governance

As part of our commitment to Corporate Governance best practices, our Board of Directors has adopted a formal written set of Corporate Governance Guidelines. The Guidelines reflect the Board's commitment to oversee the effectiveness of decision-making at both the Board and management levels, and to provide a framework for governance of Global Atlantic. The Guidelines set forth that Directors must promote the interests of Global Atlantic and oversee our business, strategy and risk management.

Sustainability Oversight

Recognizing the importance of governance and environmental, social and governance matters, our Board of Directors formed a Nominating & Governance Committee in 2021 and has delegated primary oversight of these matters to the Nominating & Governance Committee. Led by our Co-Founder, Chairman & CEO, the Nominating & Governance Committee complements the other committees of the Board, each of which focuses on a key strategic area of the business.

Board of Directors

| BOARD MEMBER | INVESTMENT | AUDIT | COMPENSATION | RISK | NOMINATING & GOVERNANCE | OPERATIONS & TECHNOLOGY | SPECIAL TRANSACTION REVIEW |
|-----------------|------------|-------|--------------|------|-------------------------|-------------------------|----------------------------|
| Allan Levine | | | | | | | |
| John Graf | | | | | | | |
| Robert Lewin | | | | | | | |
| Scott Nuttall | | | | | | | |
| Douglas Pauls | | | | | | | |
| Catherine Smith | | | | | | | |
| Richard Spencer | | | | | | | |
| Sigal Zarmi | | | | | | | |



Chair



Member



Chairman of the Board

Independent Directors listed in green

For board member bios, please visit

www.globalatlantic.com/meet-global-atlantic/leadership

As of May 2024.



Management Oversight

Our founder-led team of executives are the architects of our business strategy, with extensive and diverse experience across insurance, strategy and M&A, capital markets, asset management, technology, operations and human resources.

Management Oversight

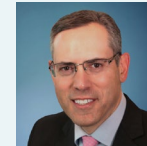
As set forth in the Corporate Governance Guidelines adopted by our Board of Directors, Global Atlantic has implemented a committee framework to structure the day-to-day management of its business. Global Atlantic has formed a Management Committee, which is led by our Co-Founder, Chairman & CEO and comprised of the executive team shown here.

The Management Committee meets weekly to manage and oversee all aspects of Global Atlantic's business. Global Atlantic's executive leaders serve as chairs of the committees built around the key functional areas of our business. These six primary functional areas include:

- Legal, Compliance, Regulatory & Internal Audit
- Operations & Technology
- Human Resources
- Products
- Finance & Risk
- Investments

25+ years

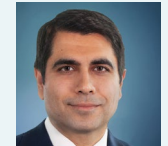
Global Atlantic is managed by seasoned leadership with more than 25 years average experience in the financial industry.



Allan Levine
Co-Founder,
Chairman & CEO
2004



Rob Arena
Co-President
Head of Individual Markets
2014



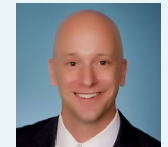
Manu Sareen
Co-President,
Head of Institutional Markets
2006



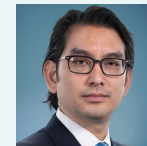
Anup Agarwal
Chief Investment Officer
2019



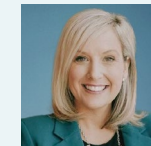
Padma Elmgart
Chief Technology Officer
2019



Darryl Herrick
Co-Head, Reinsurance
President of
Global Atlantic Re
2014



Kim Lee
Chief Financial Officer
2004



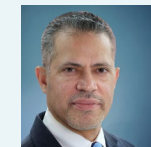
Emily LeMay
Chief Operations Officer
2017



Paula Nelson
Individual Markets Head of
Strategic Growth
2014



Daniel O'Shea
Chief Administrative
Officer
2016



Samuel Ramos
Chief Legal Officer,
General Counsel &
Secretary
2004

For executive bios, please visit

www.globalatlantic.com/meet-global-atlantic/leadership

As of April 2024.



Conduct, Ethics and Compliance

Global Atlantic's policies and training are in direct alignment with and support the current and future employment needs of our employees. We regularly assess policies and training to identify opportunities for improvement.

Corporate Code of Conduct & Ethics

Global Atlantic is committed to conducting business with the highest ethical standards. We aim to be honest, fair, and transparent in all aspects of our business, and we deeply value our reputation and customer relationships. We must be unwavering in our commitment to perform in a manner that is in keeping with our business principles.

It is critical that our employees understand their responsibilities for conducting business in accordance with Global Atlantic's policies, procedures and ethical standards. The Global Atlantic Corporate Code of Conduct and Ethics (Code of Conduct) is intended to provide our employees, Board of Directors and all individuals engaged by Global Atlantic to conduct business on the Company's behalf, with clear understanding of the principles of business conduct and ethics that are expected of them.

In addition to the Code of Conduct, Global Atlantic has a comprehensive set of policies to address specific topics, including workplace safety, anti-corruption and anti-money laundering, personal account trading, political contributions and activities, privacy, and preventing harassment. These policies and procedures, as well as the Code of Conduct, are readily accessible to employees on our internal website and provide guidance in adhering to both the letter and the spirit of all applicable laws, rules and regulations.

It is each employee's responsibility to conduct themselves in an ethical business manner. If an employee becomes aware of any breach of the Code of Conduct, they are obligated to report their concern to a member of our Legal and Compliance Department or Human Resources Department. Alternatively, employees may contact our outside reporting service, 24 hours a day, 7 days a week at a toll-free number or online. This service provides for confidential and/or anonymous reporting of concerns. Global Atlantic prohibits retaliation of any kind against individuals who, in good faith, report concerns.



As a leading insurance company, ensuring the highest standards of conduct, ethics and compliance is paramount. It's not just about meeting regulatory requirements – it's about fostering a culture of integrity, trust and accountability at every level. By prioritizing ethical behavior and compliance, we safeguard the trust of our employees, clients, partners, and stakeholders."

Andrew Shainberg

Chief Compliance Officer and General Counsel for Ethics

The ultimate responsibility for maintaining the Code of Conduct rests with each of our employees. As individuals of personal integrity, we can do no less than to behave in a way that will continue to bring credit to ourselves and to Global Atlantic.

Our Chief Compliance Officer and General Counsel for Ethics is responsible for overseeing the administration and enforcement of the Code of Conduct.

Global Atlantic is a member of The Compliance & Ethics Forum for Life Insurers (CEFLI), the only life insurance industry organization devoted exclusively to compliance and ethics.

Compliance Training

Our Compliance Department has developed a comprehensive compliance training program to deliver training throughout the year for all Global Atlantic employees, including annual Code of Conduct training. The Compliance team maintains detailed training metrics and tracks employee completion of all required training. The Compliance team reviews the training curriculum annually and updates it as appropriate to include current and emerging regulatory, ethical and compliance issues.

In addition to Code of Conduct training, all Global Atlantic employees are required to complete training each year on Financial Crimes and Fraud, Preventing Harassment in the Workplace, Records Management and Cybersecurity.

Data Privacy and Cybersecurity

Cyber Risk

Global Atlantic implements comprehensive security measures to safeguard the confidentiality, integrity, and availability of information entrusted to us. These measures encompass written policies, controls, standards, and processes, as well as protection and detection systems, awareness and training initiatives, and security risk assessments for both our Information Security Program and third-party entities.

Our Information Security Program adheres to the National Institute of Standards and Technology (NIST) Cybersecurity Framework, NIST 800 Series publications, and industry best practices. Our Chief Information Security Officer (CISO) oversees the Information Security Program and all cybersecurity-related activities within the Company. The CISO collaborates with our Chief Privacy Officer to maintain privacy safeguards and oversight at Global Atlantic. Our Chief Privacy Officer oversees the management of stakeholder data and assists with the implementation of data protection standards. Regular reporting on the cybersecurity program's status, identified issues, and remediation plans is provided to the Board of Directors and the Risk Committee by the CISO.

Key Components of the Information Security Program

- Maintain information security policies, controls and standards
- Provide regular updates on the Information Security Program's status to the Management Committee and Board of Directors
- Conduct ongoing risk assessments, including third-party risk assessments, penetration testing and vulnerability scanning
- Collaborate with internal teams to enhance technical safeguards and mitigate risks to our information assets
- Maintain the information security incident response plan and conduct periodic testing and updates as needed
- Deliver continuous cybersecurity awareness training to all employees, including our Annual Data Privacy and Cybersecurity Awareness Month initiatives



Our focus on safeguarding our organization and its stakeholders from digital threats is our utmost priority. By staying vigilant and proactive, we seek to mitigate risks and protect sensitive data, ensuring the trust and confidence of our clients and partners. Cybersecurity is more than a technical concern, it's a strategic imperative for our organization's resilience and success in today's digital age."

Padma Elmgart

Chief Technology Officer



Responsible Investment

We, in partnership with our asset managers, believe that the consideration of material sustainability factors is integral to a holistic investment approach.

Since 2016, Global Atlantic has established a presence in renewable energy investing, primarily through the financing of utility scale and residential solar energy projects.

In connection with the development of our firmwide sustainability framework, we seek to improve our commitment to responsible investing across our portfolio.



Responsible Investment

Introduction

The purpose of this statement is to communicate our investment approach, including the consideration of material sustainability factors, to our key stakeholders.

Investment Approach

Core to our investment approach is the pursuit of what we believe are high quality, diversified assets that are well-matched to our liabilities and are expected to earn a yield in excess of the cost of our policyholder obligations.

Global Atlantic has approximately \$158 billion of assets under management as of December 31, 2023. We primarily invest in U.S. dollar denominated fixed income securities, loans and income-generating assets.

We prioritize risk management in our investment approach. We seek to identify, evaluate and manage risks to the asset value and credit quality of our long-term investments in order to create value for our investors, communities and employees, and honor policyholder obligations across economic cycles.

Asset Managers

Our assets are primarily managed by Kohlberg Kravis Roberts & Co. L.P. (KKR), a subsidiary of KKR & Co Inc. KKR has also engaged Goldman Sachs Asset Management LP (GSAM), a subsidiary of The Goldman Sachs Group, Inc. to manage certain Global Atlantic assets.

We believe both KKR and GSAM have demonstrated long-term commitments to responsible investment practices. For example, both KKR and GSAM are signatories of the United Nations' Principles for Responsible Investment.

KKR's Responsible Investment Policy, information about the tools KKR utilizes across the investment process, and KKR's annual Sustainability Report are available at www.kkr.com.

GSAM's Statement on Sustainable Investing is available [here](#).¹

Sustainability Considerations

We, in partnership with our asset managers, believe that the consideration of sustainability factors with the aim of mitigating material risks and creating opportunities, is integral to a holistic investment approach. We believe KKR and GSAM have thoughtfully integrated these factors into relevant investment strategies on behalf of Global Atlantic, and we expect our approach in partnership with them to evolve over time.

Leadership & Governance

Sustainability matters across investing and corporate functions are managed day-to-day by the Global Atlantic Management Committee and overseen by the Global Atlantic Board of Directors. (For more information on our Board oversight, please see the Governance section on page 12.) Our Board of Directors reviews these matters and has tasked its Nominating & Governance Committee with primary oversight of these activities, including management's execution of our strategy. This Committee generally meets on a quarterly basis.

This Responsible Investment Statement was approved by our Chief Legal Officer, Chief Investment Officer and the Company's Investment Committee. This statement is approved on an annual basis. Ongoing compliance with this statement is managed by the Company's Investment Committee.

¹https://www.gsam.com/content/dam/gsam/pdfs/common/en/public/miscellaneous/GSAM_statement_on_respon_sustainable_investing.pdf?sa=n&rd=n



Responsible Investment

Investment Portfolio

The consideration of material sustainability factors, including climate-related risks and opportunities, in our investment approach is further articulated in our Responsible Investment Statement.

Climate Risk

Global Atlantic considers climate change-related risks as part of our overall Enterprise Risk Management Framework. In 2021, we added climate risk to our Risk Taxonomy. A risk taxonomy is a comprehensive and common set of risk categories within an organization used to facilitate risk aggregation and reporting.

We are committed to continual learning and will seek to regularly reassess climate-related risks, the degree to which those risks could affect our investment portfolio, and our responses to those risks. As an example, we work closely with our asset managers to monitor the climate-related risks in our investment grade corporate bond portfolio, which is our largest asset class exposure. Within this portfolio, we have limited exposure to climate transition risk sectors, as defined by the Paris Agreement Capital Transition Assessment (PACTA).

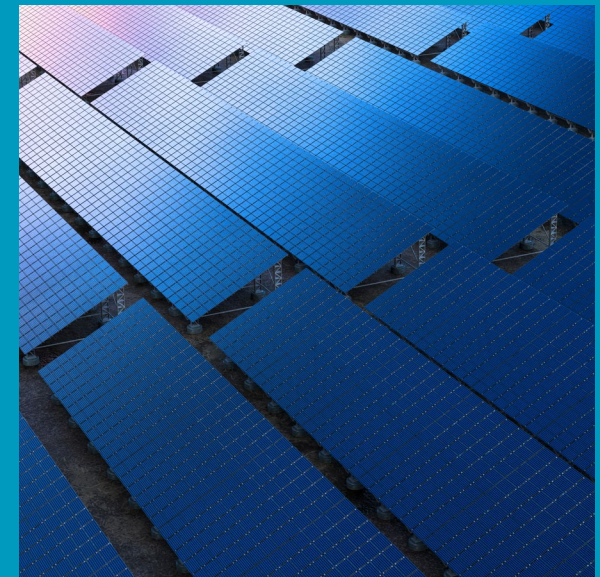
Renewable Energy Investing

Since 2016, we have established a presence in renewable energy investing, primarily through the financing of utility scale and residential solar energy projects. We believe the long-term, recurring, guaranteed payments from completed projects are consistent with our approach of investing in high quality assets that are well matched to our policyholder liabilities.



Global Atlantic has been an active investor across solar and other renewable infrastructure investments. I am proud of our longstanding commitment to support renewable energy investing and the development and innovation of clean power solutions as global demand continues to rise.”

Anup Agarwal
Chief Investment Officer





Environmental Stewardship

Identifying ways to mitigate climate change is paramount in today's corporate landscape. Global Atlantic aims to empower communities and preserve invaluable natural resources for generations to come through its partnership with the National Forest Foundation.



In 2022, Global Atlantic announced a multi-year partnership with the National Forest Foundation (NFF) to advance our commitment to environmental stewardship and climate-related opportunities. Global Atlantic will donate up to \$500,000 through 2025 in support of the NFF's tree-planting and reforestation programs, including donations on behalf of policyholders who elect electronic delivery for their policies, statements, and other correspondence. [Read our press release here.](#)

2023 Global Atlantic Funding Impact

Forest Resiliency Program - Wood for Life

- **30+** acres of forest were made more resilient against wildfire in preventive efforts to safeguard vulnerable tracts of National Forest wildland in 2023 with Global Atlantic funding.

Reforestation Program

In 2023, Global Atlantic funding benefited post-fire reforestation efforts in severely burned areas of California's Klamath National Forest and Oregon's Umpqua National Forest. The National Forest Foundation's tree planting program addresses critical reforestation needs after unnaturally large wildfires have decimated areas of our national forests.



Klamath National Forest, California
25,000 Trees, 250 Acres



Umpqua National Forest, Oregon
4,800 Trees, 22 Acres

Over their lifetime, trees planted and safeguarded by Global Atlantic can provide significant benefits:



Over 14,900 MT CO₂E¹
can be stored and help mitigate climate change



Equivalent to removing



emissions from
38,198,000 miles
driven by an average gasoline-powered passenger vehicle.

¹ National Forest Foundation, based on average planting density of 300 trees per acre, according to formula from Methods for calculating forest ecosystem and harvest carbon with standard estimates for forest types in the United States; James E. Smith; Linda S. Heath; Kenneth E. Skog; Richard A. Birdsey. 2006.

CUMULATIVE IMPACT 2022-2023

54,800 Trees Planted on ~400 Acres Post Wildfire

600 Navajo & Hopi Families Received Wood for Heating, Cooking, and Building

50 Acres of Forest Have Been Made More Resilient Against Wildfire



Investing in Our Employees

At Global Atlantic, we devote a substantial amount of attention to attracting, retaining and supporting the career development of our exceptional talent. Beyond the execution of our strategy, we believe our long-term success as a leading insurance company lies in investing in our people.

Our Chief Administrative Officer and dedicated Human Resources teams, including our Diversity, Equity and Inclusion Office, are responsible for guiding our employee engagement, professional development and total rewards strategies.

Differentiating key to success

At Global Atlantic, our people are a differentiator and key to our success.



Our values guide every aspect of Global Atlantic's operations, decision-making and interactions with our employees, partners, and clients. By nurturing these values, we empower individuals to contribute meaningfully towards our shared goals – ensuring mutual success and sustained growth.”

Dan O'Shea

Chief Administrative Officer

Employee Recognition

The Global Atlantic Leadership Award (GALA) is our premier recognition for individuals who have positively affected the Company with their efforts, including an impact on Company results or a key performance metric, and who exemplify our Company values. Winners are chosen annually. Each winner is announced at our all-employee Town Hall, and receives a cash award, a donation to the charity of their choice and dinner with members of our Management Committee. In 2023, we had 125 GALA submissions. More employees were nominated in 2023 than ever before.



2023 Winners:

Hitesh Shah, Angela Smith, Emma Walters, Jill Krueger, Abigail Ingargiola, Ryan Fathers, Frederick Ott, Nicholas Cyr, Christine Simons, Esteban Esparza, Kyle Powers

Not pictured: Daniel Lyons

Professional Development

At Global Atlantic, we are focused on being an employer of choice and are committed to employee development by creating an environment of opportunity where we can all succeed together. This includes a concerted effort to build skills and qualities that help us to best serve our clients, grow our businesses and win in the marketplace.

Development Programs

Our development programs align with our core values which are universal for all employees and include skills and qualities needed for Global Atlantic's future success.

- We have a suite of programs tailored by career level and focused on learning opportunities that are foundational (for all employees), targeted (for critical leader transitions) and voluntary (offerings an employee can choose) to support individual growth and development.
- We offer formal executive coaching to newly hired or promoted executives.
- GA Connections events, held locally around the Company, offer a networking and business learning opportunity for early career employees to make the connections needed for success.
- We provide access to an online course catalog of interactive learning modules, including videos, coursework and online learning.

Thayer Leadership®

As we look to cultivate an environment of opportunity where each employee can realize their full potential, we have partnered with Thayer Leadership® to build leaders of Character, Competence and Commitment. The Thayer Leadership® methodology uses a shared language and provides tools and frameworks for improving our effectiveness in operating, executing and running our business. While senior leaders will experience a 1.5-day in-depth program to support the implementation of key principles across the Company, all employees will learn about Thayer Leadership® as part of ongoing communications and learning development efforts.





Benefits and Wellness



Our approach is holistic, encompassing five key pillars: Mind & Body, Financial, Inclusion, Career, and Giving.

| Mind & Body | Financial | Inclusion | Career | Giving |
|---|--|---|---|--|
| <p>Global Atlantic offers three medical plans, PPO & HDHP options</p> <p>Virtual Visits</p> <p>2nd.MD: a voluntary second opinion program</p> <p>Dental Coverage</p> <p>Vision Coverage</p> <p>Short-Term Disability</p> <p>LASIK Coverage</p> <p>Employee Assistance Program</p> <p>Concierge Benefit</p> <p>Virtual Exercise Therapy</p> <p>Wellness Incentives</p> | <p>401(k): Global Atlantic matches dollar per dollar up to 6%</p> <p>Health Savings Account</p> <p>Flexible Spending Accounts</p> <p>Commuter Expense Reimbursement Account</p> <p>Legal Assistance</p> <p>Accident, Hospital Indemnity and Critical Illness Plans</p> | <p>Lifestyle Account</p> <p>Pet Insurance</p> <p>Parental Leave</p> <p>Paid Military Leave</p> <p>Adoption Assistance</p> <p>Fertility and Doula Coverage</p> <p>Gender Affirmation Coverage</p> <p>Flexible Work Arrangements</p> <p>Diversity Business Networks</p> <p>Surrogacy Assistance</p> | <p>Onboarding and New Employee Ambassador Program</p> <p>Individual Development Planning</p> <p>Over 16,000 Professional Development Courses</p> <p>Industry Education Program</p> <p>Tuition Reimbursement Program</p> <p>Leadership Development Programs</p> <p>Talent Mobility Opportunities</p> | <p>Global Atlantic Foundation</p> <p>Gift Matching</p> <p>Board Service Grants</p> <p>Dollars for Doers</p> <p>Volunteer Time (16 hours)</p> <p>Associate Board Connection</p> |

To further support our employees' well-being, we've implemented various new programs and resources:

- Monthly wellbeing information sessions
- Onsite health clinics
- Free financial advice



Benefits and Wellness

At Global Atlantic, we understand that our success as a leading insurance company meeting the retirement and life insurance needs of individuals and institutions is intricately tied to the health and vitality of our employees.

That's why we are committed to nurturing the **Whole Being** of each member of our team.

Beyond our internal efforts, we actively engage with industry thought leaders to promote holistic wellbeing in the wider community, including the following:



- In honor of Infertility Awareness Week, Shellie Peters, Head of Benefits and Charitable Giving, participated in the Nasdaq closing bell ceremony with our fertility benefit provider, Progyny.



- Global Atlantic sponsored Des Moines Magazine's special edition focused on mental health wellbeing in the workplace.

- CAPTRUST, a leading provider of fiduciary services to retirement plan sponsors, invited us to join their panel discussion, "How to Build a World Class Wellness Program," where we showcased our robust employee financial wellness initiatives.
- We participated in a panel discussion at the National Symposium for Women's Health in the Workplace, discussing strategies to improve women's health and wellbeing in the workplace and beyond.



In 2023, we took significant strides to enhance our benefits program, ensuring that it remains customizable and comprehensive to meet the diverse needs of our employees and their families. We recognize that life is multifaceted, and our innovative new lifestyle reimbursement account reflects this by:

- Empowering employees to tailor their benefits to their individual requirements.
- Including options like assistance with student debt, flexibility to sell unused time off, or reallocating employer contributions to areas of priority.

We reinforced our commitment to inclusion by investing in initiatives that foster a sense of belonging among all employees."

Shellie Peters

Head of Benefits & Charitable Giving

Compensation Practices

Global Atlantic believes in a pay for performance approach. Performance is measured at a Company level to determine overall compensation, then cascaded through the organization by business unit, and then to individual employees based on their contributions. Our compensation considers pay parity and provides for recognition of high performers, and our annual bonus program differentiates business units, as well as individual employees, for exceptional performance in a given year.

All employees at Global Atlantic receive a base salary and are eligible for additional incentive compensation, highlighting our belief that all employees, at all levels, contribute to our success.



At Global Atlantic, every employee is an equity owner, fostering a collective dedication to our success. We recognize the pivotal role each team member plays and our compensation practices reflect this belief.”

Kirsten Loreen

Managing Director,
Chief Human Resources Officer



100%

of all part- and full-time
employees awarded equity
when joining Global Atlantic

Diversity, Equity and Inclusion

Global Atlantic's commitment to diversity, equity and inclusion is central to the success of our company and the sense of belonging in our employees. Through the following pillars, we work hard to create an environment where all perspectives, backgrounds, and abilities are celebrated and nurtured.

Our People

We seek to cultivate a diverse workforce that represents our marketplace to be an employer of choice.

Our Community

We advocate for and support our community and marketplace through giving and strategic partnerships.

Our Workplace

We seek to create an environment conducive to inclusion by developing a strong infrastructure of support and accountability.



Turning words into action

Through engaging activities, we aim to create a culture where every employee is valued, included and actively contributes to our shared journey.



Global Atlantic is a growing organization with a strong commitment to diversity, equity, and inclusion. Much of 2023 was focused on amplifying the voices of our employees through Diversity Business Networks and Employee Engagement Advisory Councils, deepening strategic partnerships in the community, and equipping our leaders with tools and resources to lead inclusively. We've seen tremendous progress and have received notable recognition across the industry. I am proud of our employees for leaning into this work. We look forward to continuing to create a culture of which we're all proud."

Ashanti Osbourne

Head of Diversity, Equity and Inclusion



Diversity Business Networks

Our Diversity Business Networks (DBNs) serve the dual purpose of connecting and supporting businesses owned by individuals from diverse backgrounds, while also educating employees and businesses about the benefits of diversity, equity and inclusion. Moreover, our DBNs provide a platform where all individuals from diverse backgrounds and demographics can actively engage with one another and thrive.



Asian Business Network

To encourage, support and connect the Asian community within Global Atlantic to embolden a vocal, active company culture that reflects the continued entrepreneurial spirit and align with the strategic direction of the Company.



Black Business Network

To empower the Black community within Global Atlantic and to foster an inclusive culture, aligned with the strategic direction of the organization.



Pride Business Network

To advance intersectional equity, equality and justice for the LGBTQIA+ community through education, advocacy and recognition.



Women's Business Network

To recognize the full potential of our women employees and to make a tangible impact in the communities where we live and work through charity initiatives, partnerships and supporting local causes.



Viva! Business Network

To promote diversity, equality and inclusiveness, supporting and connecting Hispanic/Latino/Latinx employees within Global Atlantic to embrace culture and foster mentorship.



2023 Awards and Recognitions

- Comparably's Best CEOs for Women
- Comparably's Best Company Culture
- Comparably's Best Company for Diversity

- DiversityComm Best of the Best
- DiversityComm Top Financial and Banking Companies
- Disability:IN Best Places to Work for Disability Inclusion



Diversity, Equity and Inclusion

Executive Diversity Council

In 2022, we established the Executive Diversity Council – a group of dedicated leaders committed to our continued focus on diversity, equity and inclusion across the entire organization. This group assists in the maturation and advancement of diversity, equity and inclusion by:



Aligning
initiatives across
Global Atlantic



Communicating
priorities and
values



Championing
efforts



Promoting
culture and
modeling
behaviors

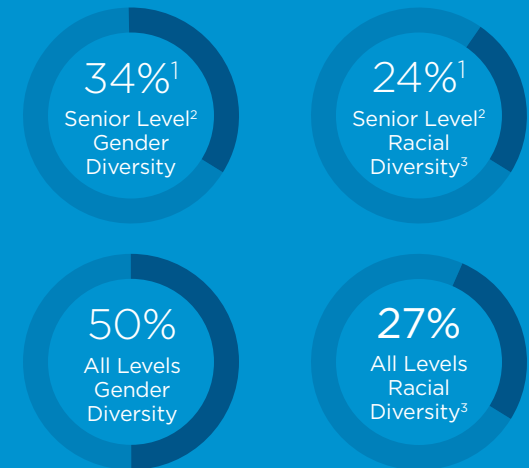
Inclusion Learning Experiences in the Workplace

In 2023, the Diversity, Equity and Inclusion team and the Asian Business Network hosted “Leading Across Generations.”



This insightful discussion centered around a critical but often overlooked component of diversity: generational diversity. The event highlighted the importance of fostering and supporting effective cross-generational collaboration, communication, and leadership to ensure employee engagement, innovation, and productivity. Through initiatives like these, we continue to champion inclusion in the workplace where everyone feels valued and empowered, no matter their background.

Employee Representation



As of December 31, 2023.

¹ Senior leadership gender and racial diversity exceeds industry average, as reported by McKinsey.

² Defined as Senior Vice President and above.

³ Racial Diversity includes: Asian, Black, Hispanic/Latino, American Indian/Alaskan Native, Pacific Islander, Native Hawaiian, and two or more races.

Amplifying Initiatives Through Innovative Partnerships

Our executives are forging transformative alliances and strategic partnerships, enabling us to attract, develop and engage a diverse talent pool from around the country.

- Coalition for Equity in Wholesaling
- The Alumni Society
- StreetWise Partners
- Girls Who Invest
- National Association of Black Accountants
- The Women's Network
- AnitaB.org
- Association for Latino Professionals for America



Inclusion Week

During our annual inclusion week, we provide a meaningful avenue for our employees to connect with one another and make an impact in the communities where we live and work. The week includes events, speaking engagements and volunteering opportunities to encourage employees to reflect on our inclusive behaviors and act with intention in our daily lives.

2023 Inclusion Week Impact

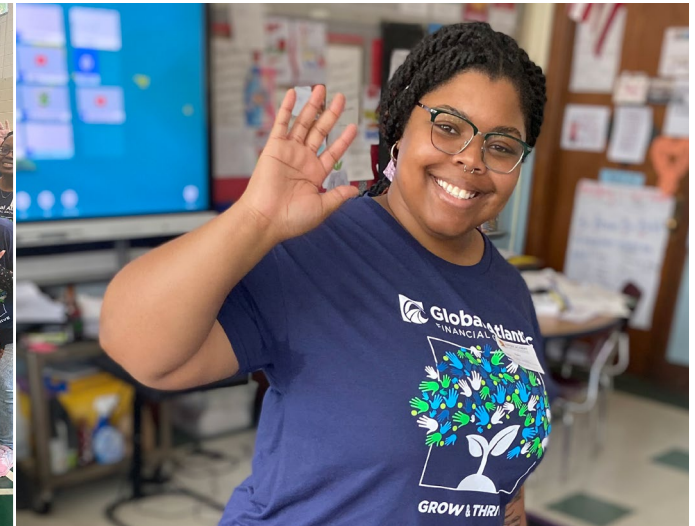
Inclusion Week emphasizes the importance of employee engagement, continuous learning and giving back.

700 Care packages created

1,000 Pounds of trash cleaned up

38,000+ Meals packed and served

250+ Students supported





Employee Engagement Advisory Council

The Employee Engagement Advisory Council (EEAC) gathers employee feedback, advocates for their needs and collaborates with management in each office to develop effective engagement strategies. In addition to amplifying employee voices, the EEAC organizes team-building activities and events, and cultivates a vibrant and inclusive culture within our different locations.

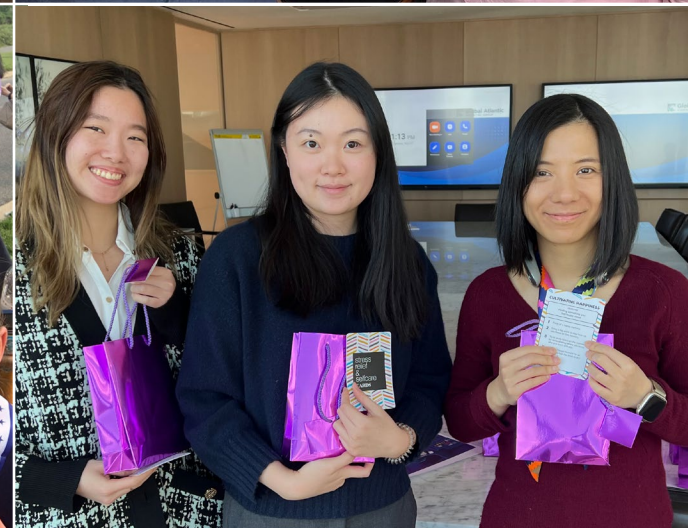
Turning Action Into Impact

Giving back is at the forefront of what we do, helping to drive social, economic and educational opportunities where we live and work across the U.S. and Bermuda.

200+ events hosted

\$300K+ donated to local charities

100+ organizations supported





Serving Our Communities

We strive to make a difference in the communities where we live and work across the U.S. and Bermuda. Our corporate citizenship efforts are closely aligned with our Company values of teamwork, integrity, diversity and stewardship.

Charitable Giving at Global Atlantic

Giving back is at the forefront of what we do, helping to drive social, economic and educational opportunities where we live and work across the U.S. and Bermuda. Global Atlantic nurtures charitable giving at all levels and through many means. From Corporate and Foundation partnerships to individual contributions of resources and time, Global Atlantic and our employees are making a difference.

Four Pillars of Charitable Giving



Global Atlantic Foundation



Global Atlantic Re foundation

We enter corporate partnerships with charitable organizations whose work closely aligns with our mission and values.

- The **Global Atlantic Foundation** provides opportunity to small businesses tackling ongoing dynamic community needs.
- The **Global Atlantic Re foundation** promotes economic development, education and environmental sustainability initiatives throughout Bermuda.

Employee-Directed Giving



We have a strong commitment to supporting causes that are important to our employees.

- We incentivize our employees to give to causes that are important to them with a Company match program.
- Employee groups are provided resources to give time and money to charitable programs in their communities.
- Through the **GO Project**, employees are invited to nominate a charity that they are passionate about for a chance to win a grant to the charity.

Company-Directed Giving



Global Atlantic gives generously through business sponsorships and offers critical, essential crisis response when needed in our communities.

Company Giving, \$50,000+

- American Red Cross
- Girls Who Invest
- Greater Hartford Chamber of Commerce Foundation
- Hartford Public Library
- International Rescue Committee
- National Forest Foundation
- New Alternatives for Children
- Outward Bound
- Teach for America
- The Actuarial Foundation
- United Way of Central Iowa
- Wide Horizons for Children

Volunteerism



We prioritize volunteering through both Company-sponsored and personal volunteering activities.

- Employees are eligible for 16 hours of paid volunteer time off (VTO) per calendar year.
- Our leaders foster an environment that empowers teams to volunteer together.
- We also encourage employees to elevate their charitable work through board service.

The Global Atlantic Re Foundation

Founded in 2023, the Global Atlantic Re foundation supports economic development, education, and environmental sustainability in Bermuda. Global Atlantic committed \$1 million to establish the foundation and partnered with five organizations to deliver on the mission during the first year.



Bermuda Economic Development Corporation

Provides opportunities through giving that promote economic development, education and environmental sustainability initiatives island-wide.



Bermuda College

Offers the highest standard of academic excellence. We provide scholarships to students in need who are pursuing actuarial studies, business administration or computer information systems.



Keep Bermuda Beautiful

Engages individuals through education and action to reduce waste and eliminate litter. We partner with them to host litter clean-ups and educate employees on reducing waste.



Bermuda Institute of Ocean Science (BIOS)

Uses science to benefit people and communities around the world. Our funding supports the "Deep-sea Biodiversity Assessment" project.



Planet Math

Aims to foster an appreciation of mathematics by bringing it to life for Bermuda's youth. Our funding helps provide access to summer camp, increases after school program enrollment, expands tutoring and more.



We are truly excited about the opportunity to continue contributing to Bermuda's economic growth. The island has an abundance of inspiring organizations doing compelling work to serve the greater good for all Bermudians, and we believe our contributions will play a key role in further amplifying their impact."

Darryl Herrick

Co-Head, Reinsurance
President of Global Atlantic Re



The Pitch Project

In September, the Global Atlantic Re foundation hosted a pitch competition in partnership with the Bermuda Economic Development Corporation (BEDC). Through the competition, 18 entrepreneurs applied for the competition and four youth competed in the youth competition. From there, ten moved on to the final round, upon which Global Atlantic judged the event alongside BEDC judges.

In the final round, ten entrepreneurs from the island pitched their small businesses during the event for the opportunity to win grants provided by the Global Atlantic Re foundation in partnership with the BEDC. Five winners, including one representing a youth category and one “People’s Choice” winner, were awarded \$25,000 to elevate their businesses in multiple ways – from buying specific tools to hiring part-time help.

18 Entrepreneur Entries

5 Grants Awarded





The Global Atlantic Foundation

Founded in 2021, our foundation provides opportunities to small businesses tackling ongoing dynamic community needs.



Accion Opportunity Fund

- Provides access to capital and coaching to entrepreneurs.
- To date, 350 loans have been funded for small business owners, with 70% being low income and 65% being people of color.
- To date, 900 businesses received coaching, with 85% being people of color and 60% being women.



SCORE Foundation

- Enhances small business success through free access to mentors, tools, workshops and education.
- We support six underserved communities of small business owners – Women, Asian, Rural, Black, Veterans, Latino.



Streetwise Partners

- Connects underrepresented talent to mentorship and career opportunities in Detroit, New York City and Washington, D.C.
- The program services 200 mentees per year; when they obtain employment, their annual wages increase by an average of \$50,000.



I have been so impressed with Accion Opportunity Fund (AOF)'s work, which aligns very well with the GA Foundation mission centered around providing opportunities to small business owners. Throughout our first two years of working together, it has been fulfilling to see the impact that AOF has made in our communities, specifically by enabling underrepresented business owners to access three critical types of capital – economic, knowledge and social capital. AOF continues to scale for impact to reach even more business owners and it has been rewarding to mature our partnership."

Samuel Ramos
Chief Legal Officer,
General Counsel & Secretary



StreetWise Success Stories

Since 2022, Global Atlantic has teamed with StreetWise Partners to increase employment and mentorship opportunities for adults from overlooked and under-resourced communities within New York, Washington D.C., and Michigan. In 2023, we hired interns from StreetWise Partners for 12-week programs that provided them with hands-on experiential learning in technology, accounting, real estate, HR and more.



Engaging with StreetWise allows us to bring in diverse perspectives, access talent in the local communities, and get a leg up when we are competing with others in our industry.”

Kim Lee
Chief Financial Officer



Dhiraj Chaudhary
Senior Data Engineer

“My internship was extremely rewarding – I learned a lot and realized that it’s the right fit for me. It was exciting when I received a full-time job offer to join the same team after my graduation. My job means a lot to me, and I appreciate the opportunities and recognitions I’ve received throughout my time at Global Atlantic.”

Vanessa Loo
Investment Accounting Analyst

“I really enjoy being here at Global Atlantic and I love the culture, values, and people. My internship meant a lot to me - I still remember the day I was accepted into the internship program, which I’m forever grateful for. Global Atlantic recognized the hard work, dedication and effort I put into my internship and hired me full time, which was very exciting.”





The GO Project

Annually, Global Atlantic sponsors the GO Project, where employees can apply for a more significant award to a charity they are personally involved with or feel passionate about. The winner and runners-up charities receive monetary awards, providing them with vital financial support to advance their missions.

2023 Recipients

Variety – The Children’s Charity of Iowa

Provides bikes and equipment for children who never had a bike, and specialized bikes and other mobility equipment for children living with special needs.



Rally for Reid

To support children and families impacted by childhood cancer, and to raise funds for pediatric cancer research.



I was honored to be chosen as one of the 2023 GO Project winners with the opportunity to provide the Rally For Reid Foundation with a donation. Rally for Reid’s dedication to helping families dealing with childhood cancer, including funding research for brain tumors, resonates deeply with me due to my personal experience with my sister who lived her life with an inoperable brain tumor. This donation will fund one of their key pillars for an entire year so they can focus on raising funds for their additional pillars. The whole process from submitting the application, to presenting to the Giving Committee and finding out the winners was incredibly professional, rewarding, and emotional. Global Atlantic’s commitment to philanthropy, volunteer opportunities and community outreach help employees experience the impact at both a national and local level.”

Jim Welch

Sr. Marketing Consultant



Appendix

SASB Standards Index



SASB Standards Index

The following table provides responses and/or locations of information addressing the requirements of the SASB Insurance Industry standard (version 2018-10).

| Code | Accounting Metric | Global Atlantic Response and/or Disclosure Source |
|--|--|--|
| TRANSPARENT INFORMATION & FAIR ADVICE FOR CUSTOMERS | | |
| FN-IN-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers | Global Atlantic did not sustain any material monetary losses in 2023 as a result of legal proceedings associated with its marketing and communications of insurance product-related information to new and returning customers. |
| FN-IN-270a.2 | Complaints-to-claims ratio | For additional information, please refer to the NAIC National Complaint Index Report for Global Atlantic entities, including Forethought Life Insurance Company and Accordia Life and Annuity Company, the company's primary issuing entities of insurance products. |
| FN-IN-270a.3 | Customer retention rate | Global Atlantic does not disclose this specific metric. Delivering a consistent customer experience is a key corporate priority for Global Atlantic. It continues to explore ways to improve and invest in its customer experience, including digital interaction. |
| FN-IN-270a.4 | Description of approach to informing customers about products | Global Atlantic primarily offers insurance products to individuals through a network of banks, broker-dealers, and independent marketing organizations. Global Atlantic does not sell insurance products directly to individuals. Product communications are held to Global Atlantic's own standards, as well as the standards of regulatory agencies and bodies, including, where applicable: State Departments of Insurance, SEC, Financial Industry Regulatory Authority (FINRA), and Department of Labor (DOL). Product communications are created by Global Atlantic's Marketing Organization, then reviewed and approved by the Advertising Review Unit within Compliance prior to external use. The Advertising Review Unit obtains input and support, as needed, from subject-matter experts in other departments, including Legal, Tax, and Product. Depending on the product type, related communications may include information on suitability of product offerings; costs; terms, conditions, and exclusions; explanation of claims process; and, availability of further information, via financial professional or agent, Global Atlantic's website, call center, or online portal. Depending on the product type, Global Atlantic communicates product performance to customers through a statement of account on a quarterly or annual basis. Customer-Facing Websites: globalatlantic.com globalatlantic.com/retirement-annuities globalatlantic.com/preneed-life-insurance |



| Code | Accounting Metric | Global Atlantic Response and/or Disclosure Source |
|---|--|--|
| INCORPORATION OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE FACTORS IN INVESTMENT MANAGEMENT & ADVISORY | | |
| FN-IN-410a.1 | Total invested assets, by industry and asset class | <p>\$158 billion total investments as of December 31, 2023.</p> <p>For more information on Global Atlantic's total investments, see KKR & Co. Inc.'s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, in particular Note 7 of the Notes to Consolidated Financial Statements.</p> <p>KKR 2023 Form 10-K</p> |
| FN-IN-410a.2 | Description of approach to incorporation of environmental, social, and governance factors in investment management processes and strategies | <p>Review the Responsible Investment Statement on page 17 of the Global Atlantic 2023 Corporate Responsibility Report. Global Atlantic Corporate Responsibility website: https://www.globalatlantic.com/who-we-are/corporateresponsibility</p> |
| POLICIES DESIGNED TO INCENTIVIZE RESPONSIBLE BEHAVIOR | | |
| FN-IN-410b.1 | Net premiums written related to energy efficiency and low-carbon technology | This topic does not apply to Global Atlantic, a retirement and life insurance company. |
| FN-IN-410b.2 | Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors | No products and/or product features to discuss as of December 31, 2023. |
| ENVIRONMENTAL RISK EXPOSURE | | |
| FN-IN-450a.1 | Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes | Global Atlantic, a retirement and life insurance company, does not currently use computer modeling to manage climate change-related risk as it is not in the Property & Casualty business in which potential losses associated with climate change-related events could be more substantial. |
| FN-IN-450a.2 | Total amount of monetary losses attributable to insurance payouts from (1) modeled natural catastrophes and (2) non-modeled natural catastrophes, by type of event and geographic segment (net and gross of reinsurance) | This topic does not apply to Global Atlantic, a retirement and life insurance company. |
| FN-IN-450a.3 | Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the entity-level risks and capital adequacy | With respect to risk management, Global Atlantic considers environmental and climate change-related risks as part of its overall Enterprise Risk Management Framework. A natural or man-made disaster or catastrophe or the occurrence of climate change could adversely affect Global Atlantic's mortality, morbidity or other experience, adversely affect Global Atlantic's investment portfolio and have a significant negative impact on Global Atlantic's operations and results. Such events could also have an adverse effect on lapses and surrenders of existing policies, as well as sales of new policies. Global Atlantic is committed to continual learning and will seek to regularly reassess climate change-related risks, the degree to which those risks could affect Global Atlantic's business, and Global Atlantic's responses to those risks. |



| Code | Accounting Metric | Global Atlantic Response and/or Disclosure Source |
|---------------------------------|--|--|
| SYSTEMIC RISK MANAGEMENT | | |
| FN-IN-550a.1 | Exposure to derivative instruments by category: (1) total potential exposure to noncentrally cleared derivatives, (2) total fair value of acceptable collateral posted with a central clearinghouse, and (3) total exposure to centrally cleared derivatives | <p>As part of Global Atlantic's risk management strategy, the company employs derivative instruments to hedge certain market risks. Global Atlantic's risk management hedge program seeks to mitigate economic impacts relating to its insurance products primarily from interest rate and equity price movements, while taking into consideration accounting and capital impacts by purchasing derivative financial instruments.</p> <p>For information on Global Atlantic's use of derivatives, see KKR & Co. Inc.'s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, in particular Note 8 of the Notes to Consolidated Financial Statements.</p> <p>KKR 2023 Form 10-K</p> |
| FN-IN-550a.2 | Total fair value of securities lending collateral assets | <p>For information on Global Atlantic's repurchase agreements, see KKR & Co. Inc.'s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, in particular Note 7 of the Notes to Consolidated Financial Statements.</p> <p>KKR 2023 Form 10-K</p> |
| FN-IN-550a.3 | Description of approach to managing capital and liquidity-related risks associated with systemic non-insurance activities | <p>Review KKR & Co. Inc.'s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, for Capital & Regulatory Requirements Note 25 as well as Commitments and Contingencies Note 24 of the Notes to Consolidated Financial Statements for Global Atlantic's liquidity and capital resources.</p> <p>KKR 2023 Form 10-K</p> |
| ACTIVITY METRICS | | |
| FN-IN-000.A | Number of policies in force, by segment: (1) property and casualty, (2) life, (3) assumed reinsurance | <p>Review KKR & Co. Inc.'s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, in particular the Schedule IV – Reinsurance for in-force policies.</p> <p>KKR 2023 Form 10-K</p> |

Disclaimer

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