

Data presented in this report is on a consolidated basis for all of Globe Life's operating entities as of year-end.

		2021	2020	2019
ECONOMIC HIGHLIGHTS				
Financial Performance	Total Revenues (\$ in thousands)	\$ 5,112,869	\$ 4,737,921	\$ 4,527,532
	Net Income (\$ in thousands)	\$ 744,959	\$ 731,773	\$ 760,790
	Diluted Net Income Per Share	\$ 7.22	\$ 6.82	\$ 6.83
	Dividends Declared Per Share	\$ 0.79	\$ 0.75	\$ 0.69
	Total Assets (\$ in thousands)	\$ 29,768,048	\$ 29,046,731	\$ 25,977,460
	Net Operating Income (\$ in thousands)	\$ 707,497	\$ 737,592	\$ 752,102
	Net Investment Income (\$ in thousands)	\$ 952,477	\$ 927,062	\$ 910,459
Life Insurance	<i>Number of Policies in Force</i>			
	Whole Life -Traditional	8,963,774	8,717,785	8,477,406
	Whole Life - Interest Sensitive ¹	191,536	199,975	208,822
	Term	4,731,044	4,526,172	4,313,709
	Other	432,372	408,859	399,365
	Total Number of Policies in Force	14,318,726	13,852,791	13,399,302
	Average Face Amount (\$ in thousands)	\$ 15.3	\$ 14.9	\$ 14.5
	Life Insurance in Force (\$ in thousands)	\$ 219,073,057	\$ 205,777,167	\$ 193,346,916
Supplemental Health	<i>Annualized Premium in Force</i>			
	Limited Benefit Plans (\$ in thousands)	\$ 700,767	\$ 617,759	\$ 581,056
	Medicare Supplement (\$ in thousands)	\$ 585,311	\$ 575,603	\$ 557,982
ENVIRONMENTAL				
Climate	TCFD Disclosure (note: Globe Life intends to align with TCFD recommendations and expects to make significant progress towards alignment in 2022.)	no	no	no
	GHG Emissions (note: In accordance with our intent to provide TCFD-aligned metrics, we are developing our ability to accurately measure our Scope 1, 2 and material Scope 3 GHG Emissions.)	no	no	no
SOCIAL				
Workforce Data ²	Total Headcount	3222	3261	3196
	<i>Gender</i>			
	Female	66%	67%	66%
	Male	34%	33%	34%
	<i>Generations</i>			
	Traditionalist (1945 & before)	-	-	-
	Baby Boomer (1946-1964)	20%	23%	25%
	Generation X (1965-1977)	31%	31%	31%
	Generation Y/Millennials (1978-1995)	41%	41%	40%
	Generation Z (1996-present)	8%	5%	4%
	<i>Race/Ethnicity</i>			
	Black or African American	21%	21%	23%
	Hispanic or Latino	12%	11%	12%
	Asian	9%	9%	9%
	American Indian or Alaskan Native	1%	1%	1%
	Native Hawaiian or Pacific Islander	-	-	-
	Two or more races	1%	5%	2%
	White	56%	53%	53%
	Not Specified	-	5%	-
	Women in Leadership Roles	42%	40%	40%
People of Color in Leadership Roles	21%	20%	21%	
Sales Force Data	Number of Exclusive Producing Agents	13,376	13,897	11,497
	<i>Gender</i>			
	Female	50%	50%	51%
	Male	50%	50%	49%

1. The Company does not currently sell interest-sensitive whole life products.

2. For additional Workforce metrics see Globe Life's Consolidated 2020 and 2019 EEO-01 filings posted to the ESG Report section of our Investor Relations website.

GOVERNANCE					
Board Composition & Independence	Total Directors		13	11	11
	Percent Independent Directors		85%	82%	82%
	Board Average Age		65.2	65.2	64.2
	Retirement Age and Tenure Policy (yes/no)		yes	yes	yes
	Average Director Tenure		8.3	8.8	7.8
	Independence of Standing Board Committees (yes/no)		yes	yes	yes
	Independent Chairman (yes/no)		no	no	no
	Independent Lead Director (yes/no)		yes	yes	yes
Board Diversity	Number of Women on the Board		5	5	5
	Percent of Directors Who Are Women		38%	45%	45%
	Percent of Independent Directors Who are Women		45%	56%	56%
	Number of Directors with Racial/Ethnic Diversity		2	2	2
	Percent of Directors with Racial/Ethnic Diversity		15%	18%	18%
Board & Committee Meetings	Number of Board and Committee Meetings During the Calendar Year		22	27	27
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year		0	0	0
	Executive Session (yes/no)		yes	yes	yes
	Executive Session of Independent Directors(yes/no)		yes	yes	yes
Stockholder Rights	Annual Election of Directors (yes/no)		yes	yes	yes
	Majority Voting Standard for Director Elections (yes/no)		yes	yes	yes
	Single Voting Class (yes/no)		yes	yes	yes
	Proxy Access (yes/no)		yes	no	no
	Poison Pill (yes/no)		no	no	no
Executive Compensation	Clawback Provision for Executive Compensation (yes/no)		yes	yes	yes
	Double-Trigger Vesting Upon Change in Control (yes/no)		yes	yes	yes
	Stock Ownership Guidelines (yes/no)		yes	yes	yes
	CEO Stock Ownership Multiple of Base Salary		6x	6x	6x
	Non-Management Director Stock Ownership Guidelines (yes/no)		yes	yes	yes
	Non-Management Director Stock Ownership Multiple of Annual Cash Retainer		5x	5x	5x
POLICIES THAT PROMOTE RESPONSIBLE BUSINESS PRACTICES					
Supplier Management	Third Party Code of Conduct		<input checked="" type="checkbox"/>		
Human Rights & Ethics	Code of Business Conduct and Ethics		<input checked="" type="checkbox"/>	Links to our corporate governance policies can be found in the Corporate Governance section of our Investor Relations page at: https://investors.globellifeinsurance.com	
	Code of Ethics for CEO and Sr. Financial Officers		<input checked="" type="checkbox"/>		
	Human Rights and Labor Policy		<input checked="" type="checkbox"/>		
	Anti-Bribery & Anti-Corruption Policy		<input checked="" type="checkbox"/>		
	Complaint Procedures/Ethics Hotline		<input checked="" type="checkbox"/>		