





Globe Life

2022

**Environmental, Social,
and Governance Report**



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Report timeline: This report covers Globe Life’s ESG progress for the 2022 calendar year and includes data for the period from January 1, 2022, through December 31, 2022, unless otherwise noted.

Executive Message

Co-CEO Letter

At Globe Life, our purpose is reflected in everything we do. Since our roots began in 1900, we have focused on helping families Make Tomorrow Better by working to protect their futures with greater financial security and opportunity. We stand by our values to act in accordance with the highest levels of ethics and integrity. We aim to make decisions prudently to advance the long-term interests of our policyholders, employees, agents, and shareholders, and we strive to have a positive effect within the communities we serve. As an insurance provider, we understand that dedication to our people, communities, environment, and responsible business practices are essential to long-term sustainability.

This report shares Globe Life's progress in environmental, social, and governance (ESG) focus areas. Our consideration of ESG issues supports Globe Life's overarching strategy to maintain financial strength and flexibility while continuing to profitably grow our business and deliver long-term shareholder value. In 2022, we advanced the Company's ESG strategy by aligning our ESG disclosures with

the Task Force for Climate-related Financial Disclosures (TCFD) recommendations, including the reporting of our Scope 1, 2 and certain categories of our operational Scope 3 greenhouse gas emissions. We also continued our disclosure alignment with the Sustainability Accounting Standards Board (SASB) Insurance Standard for the second year. Additionally, we conducted a materiality assessment to help better assess the ESG topics embedded in our business decisions and risk management processes. As we further develop our ESG roadmap, we intend to focus on continuous improvement while aligning with the Company's strategic objectives.

We are proud of the Globe Life team and invite you to explore this report to learn more about the implementation of Globe Life's ESG strategy and how we are helping Make Tomorrow Better.

Globe Life's ESG commitment is an ongoing journey, and we are pleased with the progress made in 2022.



A handwritten signature in black ink that reads "J. Matthew Darden".

J. Matthew Darden
Co-Chief Executive Officer



A handwritten signature in black ink that reads "Frank M. Svoboda".

Frank M. Svoboda
Co-Chief Executive Officer

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Purpose



Purpose



Our Mission

At Globe Life, our mission is to help families Make Tomorrow Better by working to protect their financial futures.

We provide life and supplemental health insurance to help protect our customers from financial stress.

Globe Life is committed to doing what is right and fair for our customers, agents, employees, and communities. As an insurance company, we strive to have a positive effect in the areas where we live, work, and serve. For more than a century, we have helped secure the financial futures of families, helping them to thrive and grow.

Our Business Model

We believe everyone should have access to financial services. By offering basic and affordable life and supplemental health insurance to families in underserved, lower-middle, and middle-income markets, we help prepare them for the unexpected. Our products are designed to be accessible to this market through a diversified distribution platform and a simplified underwriting process.

Since our inception, Globe Life has focused on long-term stability to fulfill our financial promises to our customers and has a history of both strong and solid operating performance. With more than 16 million policyholders, the Globe Life family of companies issues more individual life insurance and has more policies in force than any other life insurance company in the country.*

*S&P Global Market Intelligence 2021; excluding reinsurance companies.



Strategy

ESG Strategy

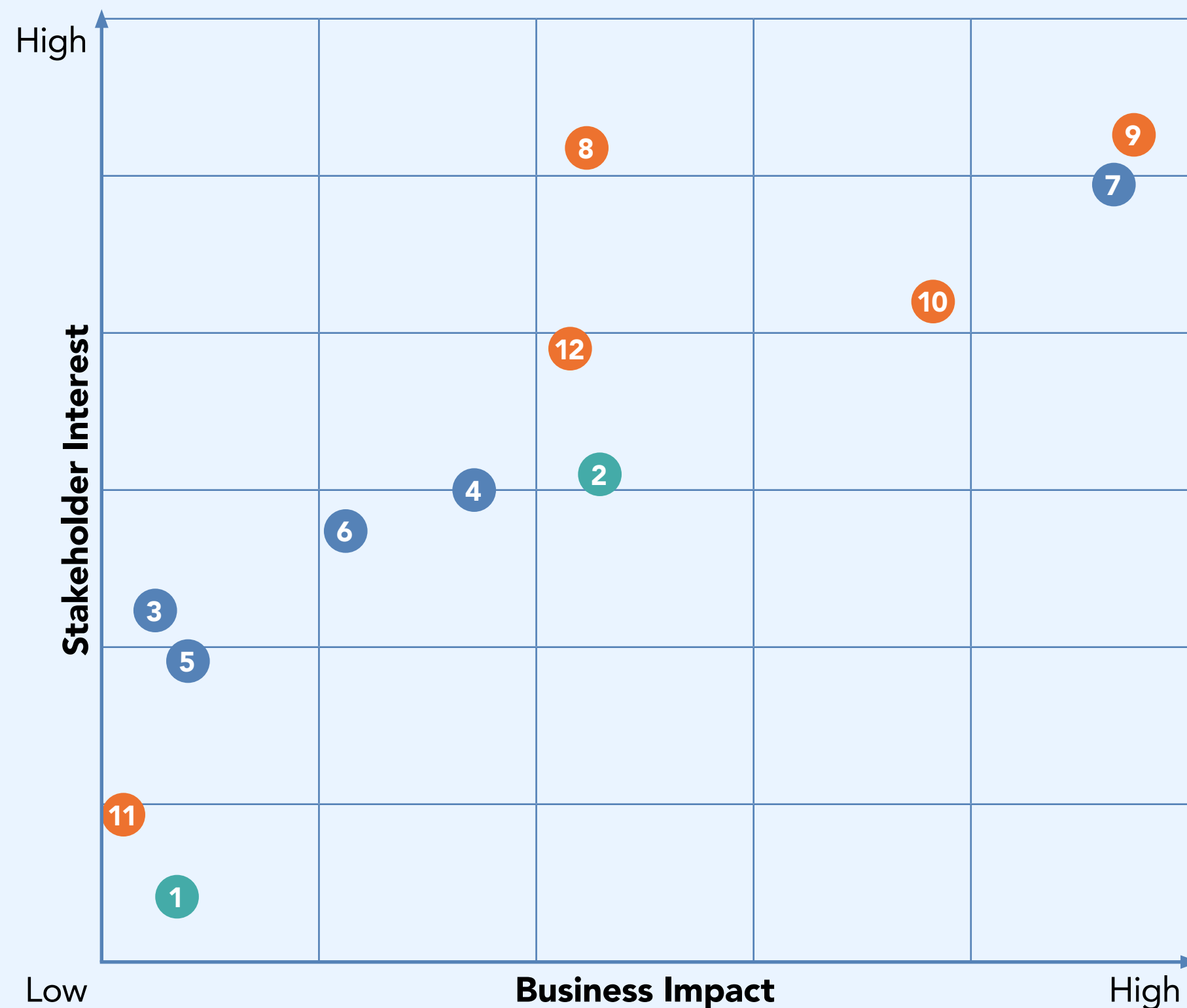
Globe Life’s approach is focused on alignment of ESG topics with our overall business plans. Our intent is to mitigate risk and promote sustainable business practices, while encouraging a culture of transparency. Consistent with this approach, we completed several key initiatives to advance our ESG strategy in 2022.

- With the assistance of a third-party consultant, we completed a materiality assessment to facilitate an increased understanding of the ESG topics that are most important to our Company and are most likely to drive long-term performance.
- We completed an ESG gap analysis to evaluate our current ESG program and guide our ESG management and reporting.
- We also aligned our ESG disclosures with the Task Force for Climate-related Financial Disclosures (TCFD) recommendations. Our [TCFD Report](#) can be found in the appendices to this report.

An [ESG Data Summary](#) that provides year-over-year ESG data for 2020, 2021, and 2022 is included as an appendix to this report for reference.

We continue to work to enhance our ESG strategy, with a particular focus on the priority areas identified by our materiality assessment.

Materiality Assessment Results



*A glossary of terms for the Key Topics assessed can be found in the [appendices](#) to this report.

Key Topics



Environmental

- 1 Energy and Emissions
- 2 Responsible Investments



Social

- 3 Accessible and Equitable Information
- 4 Diversity, Equity, and Inclusion
- 5 ESG Responsible Products and Services
- 6 Financial Inclusion for Customers and Communities
- 7 Talent Engagement, Attraction, and Retention



Governance

- 8 Compliance, Ethics, and Integrity
- 9 Data Privacy and Cybersecurity
- 10 ESG and Climate Risk Management
- 11 Sustainable Supplier Management
- 12 Transparent ESG Reporting and Disclosure

Serving Our Customers

Globe Life's subsidiary companies provide a wide variety of life and supplemental health insurance products designed for individual and group customers. In a marketplace where people have an extensive range of choices in insurance products and providers, we strive to be the company people choose for affordable, long-lasting financial protection.

Through our clear and concise marketing approach, we aim to make our products accessible and easy to understand. Our materials outline product features, pricing, and application methods so our customers can make informed decisions with confidence. We reach our customers in personalized and convenient ways, primarily through consultation, whether in-person or virtual, with our exclusive agencies and independent (non-exclusive) sales agents and brokers, as well as through the mail, email, digital media, and inbound call centers.

We communicate with our current customers to inform them of their coverage terms as well as educate them regarding additional

product offerings that may meet their needs. The same attention is given to our prospective customers through marketing communications that serve to educate and inform about product offerings, including cost structure and specific policy features. We have processes in place to manage the entire customer lifecycle, helping to ensure our customers' needs are met, and complaints are managed efficiently. We monitor digital and social media channels to track customer feedback to foster positive customer experiences.

Both marketing and policyholder communications are evaluated on a regular basis to improve the effectiveness of how we market our products. We are subject to state regulatory guidelines and oversight that requires insurers to consider product suitability and ethical customer practices.



Our goal is to proactively serve our customers using relevant technological advancements to better meet their needs. We have continued to expand our virtual capabilities with the addition of electronic signatures and enhanced video technologies to provide opportunities for customers to learn about our products from an advisor from wherever they choose. Our products are available on-demand through digital competencies, which allow customers to inquire about or apply for coverage from any device at any time.

We offer various payment methods, including automatic payments, consolidated billing for multi-policy households, and an e-service digital platform for customer convenience. We care for our customers in their greatest time of financial need by processing their claims with integrity and urgency, striving to reduce the number of days needed to process the claim. We have dedicated teams committed to customer retention who help customers avoid lapse in their policies, so they remain protected year after year.

Our Products

At Globe Life, we strive to help lower-middle to middle-income families achieve financial protection from adverse circumstances.

With a product offering that caters to a market otherwise underserved by insurance carriers, we encourage financial responsibility and help our customers increase financial certainty. Our financial protection-oriented life and supplemental health products offer basic protection that is intended to fit within a consumer's budget.

Our life insurance products are designed to:



- Ease financial burden, relieving stress and anxiety for loved ones
- Provide important funds to a family when a primary wage earner dies prematurely, helping to protect a family's financial wellbeing
- Encourage non-smoking by providing a discounted premium for non-tobacco users

Certain policies include:

- An accelerated death benefit option to provide cash to care for those with a terminal illness

Our supplemental health products are designed to:

- Remove cash-flow constraints to make it easier for people to seek care as soon as they need it, leading to better outcomes and lowering overall healthcare costs
- Encourage policyholders to take ownership of their health to qualify for the best rates available
- Provide funds that can be used to meet a family's needs that may not be covered by their primary insurance, including paying for time off from work to help a loved one or paying for respite care
- Help pay for the costs of a family member to travel with a sick or injured spouse or child when specialized out-of-town care is necessary

Certain policies include:

- A family education benefit that pays a specified amount for college expenses when the child of a covered person dies
- Monetary incentives for people to seek screening for illnesses like cancer and heart disease on a regular basis. Screening encourages early diagnosis, which results in more favorable long-term health outcomes and lower total healthcare costs
- A return of premium benefit, which returns premiums to the policyholder less any claims payments made, after a specified period of time. These policies can encourage a more responsible long-term approach to a family's financial needs

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Our People

Approach

At Globe Life, we are focused on building a culture that is inclusive and attractive for our employees and independent sales agents. We strive to provide meaningful and affordable products for our customers and to make a positive impact in our communities. This section provides details about some of the key initiatives we have undertaken to shape such an environment.

Our Employees

Our employees are central to what we do. They develop our products, serve our customers, and manage and support our operations. We strive to inspire, engage and foster a culture of engagement, accountability, health and safety, wellness, and professional development. Our goal is to provide our employees with the necessary resources, services, and tools to enhance the overall employee experience.



Diversity, Equity, and Inclusion

Globe Life is committed to a safe and inclusive work environment that allows everyone to be their full, authentic selves. We believe employee engagement starts with feeling included, respected, and celebrated.

Globe Life Workforce Demographics (as of 12/31/2022)

Gender

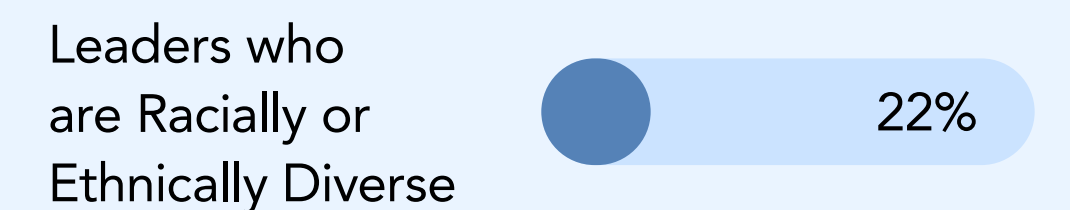
Female	68%
Male	32%

Generations

Baby Boomer (1946-1964)	18%
Generation X (1965-1977)	30%
Generation Y/Millennials (1978-1995)	43%
Generation Z (1996-present)	9%

Race/Ethnicity

White	54%
Black or African American	22%
Hispanic or Latino	13%
Asian	9%
American Indian or Alaskan Native	1%
Two or more races	1%



We established an enterprise-wide diversity, equity, and inclusion (DEI) program called **Mosaic@Globe Life**, which focuses on awareness, influence, and advocacy. This platform aims to support a corporate culture in which everyone feels safe to be their full, authentic selves. We are dedicated to maintaining a diverse workforce that reflects the communities in which we work.



Mosaic@Globe Life celebrates the value of different perspectives and viewpoints at all levels of the Company. Promoting DEI throughout the organization helps increase empathy and understanding among our employee population.

In 2022, the Company introduced a series of heritage-based forums, workshops and communications to raise awareness of the nature and value of diversity in our complex, modern work environment and highlight the importance of providing a safe space to teach and learn about cultural history. Globe Life honored notable, diversity-themed months, including Black History Month, Women's History Month, Deaf American's History Month, Asian American & Pacific Islander Heritage Month, Pride Month, National Hispanic Heritage Month, Global Diversity Awareness Month, and Native American History Month.

Employee Resource Groups

Mosaic@Globe Life aims to empower employees to establish voluntary, employee-led groups called Employee Resources Groups (ERGs). ERGs at Globe Life help to engage and retain our employees while offering mentorship and development opportunities. ERG members gather to share their lived experiences as well as resources centered around a common experience, interest, or trait.

Our first two ERGs were formed in 2022: the Women's Initiative Network (WIN) and the Young Professionals Group (YPG).



WIN was created to unite people throughout the organization and cover topics geared toward navigating today's corporate environment. The WIN ERG is committed to helping women thrive by focusing on accelerating personal and professional growth.

In 2022, WIN invited internal and external guest speakers to discuss its 2022 theme RISE (Recharge, Identity, Shift, Engage), which addressed topics such as: how to recharge inside and outside the workplace, understanding the impact of communication and behavior styles, the importance of moving from a fixed mindset to a growth mindset, and the power of vulnerability.

WIN members selected Minnie's Food Pantry located in Plano, TX for a service project. Members of WIN volunteered to pack trunks with much-needed food items, inventoried food donations, and organized storage, while others assembled pallets of dry and canned goods. Pallets were sent to local middle schools and high schools.

"Being a part of WIN has allowed me to challenge myself both personally and professionally, giving me insights into the way I think and how I interact with other people. This group has also given me a great network of women that I can rely on to help and direct me as I work through the challenges of everyday business life. I've even been lucky enough to call some of these women my friends. In a world where fierce competition and individual success has dominated the workplace, WIN has truly shown me that the sum of the parts is greater than any individual success."

— WIN member



YPG

Young Professionals Group

YPG was created to help enrich the lives of our young professionals and those that support them by providing networking, personal growth, career development, and volunteer opportunities.

YPG focuses on networking and relationship building. In 2022, the members of YPG participated in a self-assessment to help people understand their leadership styles and improve teamwork while offering resources to better equip members when building positive relationships at work.

"I am appreciative that we have a platform where employees can connect and hear from one another in the Young Professionals Group. Having resources for personal and professional development will help me both in and outside of the workplace."

— YPG member



The formation of ERGs is encouraged to foster an inclusive culture and a sense of belonging. The groups provide an opportunity for employees to share information, recognize achievements, and interact with fellow employees on an informal basis. Employee-submitted applications for new ERGs are launched based on interest and resources. The structure of current ERGs at Globe Life is intended to be scalable for future ERGs.



Awareness and Training

Globe Life offers both required and optional DEI training modules for employees. Topics include, but are not limited to, workplace inclusion, improving group dynamics, dimensions of culture, emotional intelligence, and psychological safety.

Mosaic@Globe Life Annual DEI Training Modules

- Required for all people leaders
- Courses are accessible within our learning platform Learn@Globe Life
- Facilitated by third-party intercultural experts and coaches

2021 Training: *Creating an Inclusive Workplace*

This course focuses on building a culture that values DEI and why it is critical for long-term business success. This training also helps raise awareness for biases and organizational traits that are vital to inclusion.

2022 Training: *Leading in a Multi-generational Workplace*

This training provides Globe Life employees with an opportunity to learn more about navigating a multi-generational workforce, valuing differences, and understanding how our lens shapes the way we perceive situations in the workplace.

42

Our Learn@Globe Life course catalog currently includes 42 lessons within the Mosaic@Globe Life category.

4,138

Since the Mosaic@Globe Life program launch, 4,138 sessions have been completed by Globe Life employees.

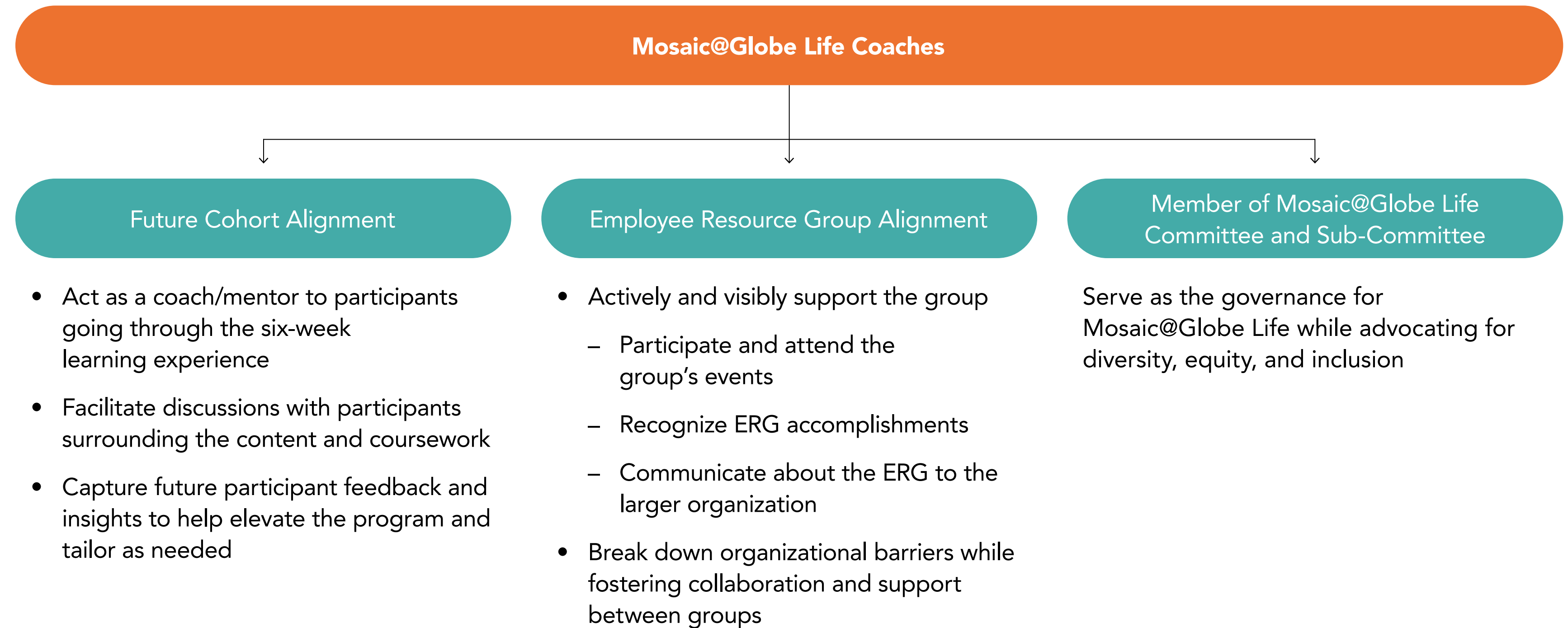


Mosaic@Globe Life Leadership Development Program

In 2021, Mosaic@Globe Life introduced a Leadership Development Program. This program equips leaders with tools as they expand their ability to identify and mitigate bias, respect differences, build empathetic relationships, identify potential areas of conflict, and bring out the best in others. The six-week learning experience helps enable participants to lead change among their teams and develop a culture of openness, understanding, and respect for differences.

Mosaic@Globe Life Coaches

After completing the Mosaic@Globe Life Leadership Development Program, each participant may become a Mosaic@Globe Life Coach. Our coaches actively work to be allies and support a culture where differences are recognized and celebrated. Each coach aligns themselves to a future cohort of the Mosaic@Globe Life Leadership Development Program, an ERG, or as a member of the Mosaic@Globe Life Committee or Sub-Committee.



“I enjoyed meeting people around the company and engaging in meaningful discussion about how to improve inclusion and diversity at Globe Life.”
 — **Mosaic@Globe Life Coach**

Since the program was established, **42 leaders** have become a Mosaic@Globe Life Coach.

Investing in Our Workforce

Focus on Engagement

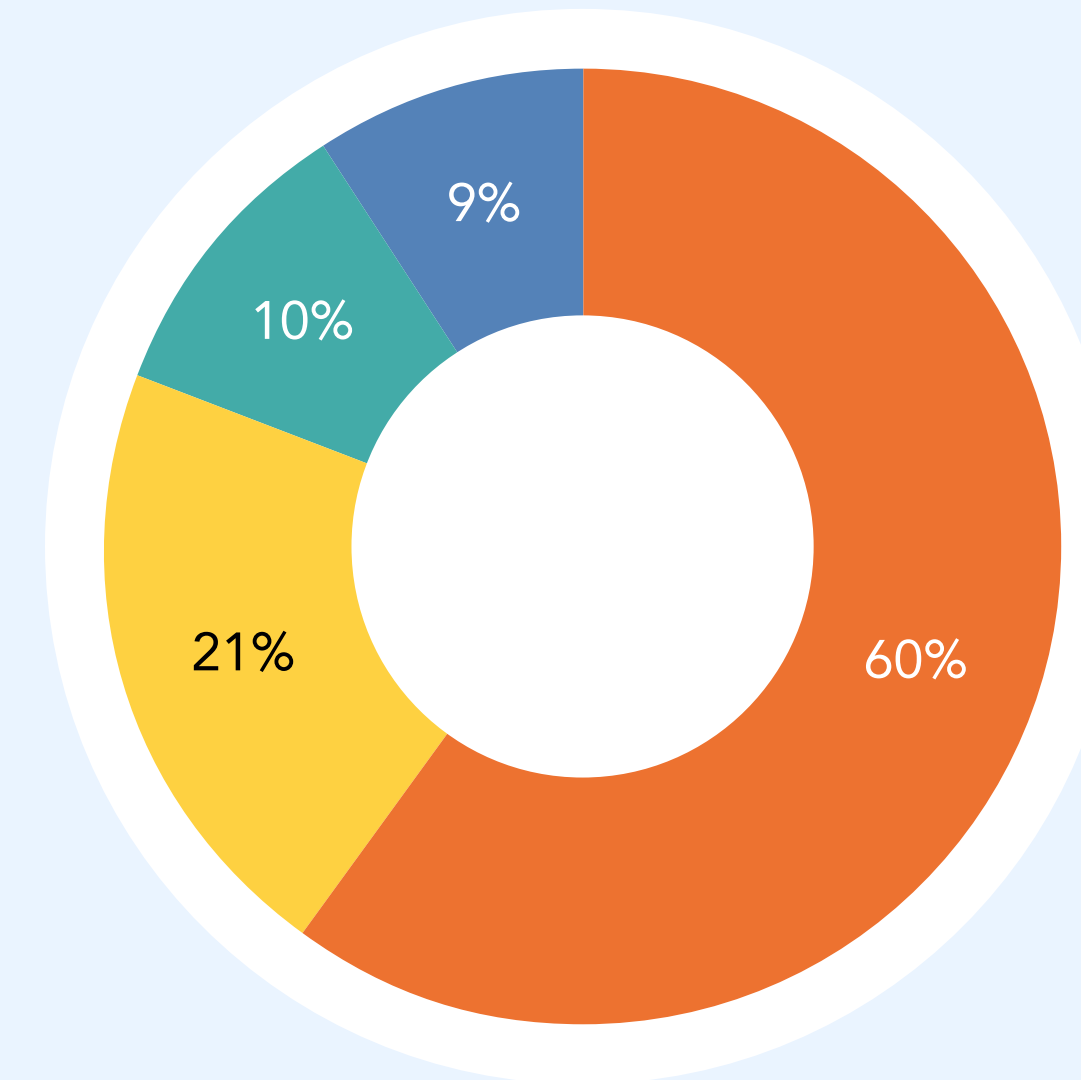
To help ensure Globe Life has a pulse on the employee experience, we conduct a confidential survey biennially to collect data from employees to better understand their engagement at the Company. The surveys give our employees the opportunity to provide input about their experiences with the Company including, but not limited to, confidence in the Company and its leadership, competitiveness of our compensation and benefit package, and departmental relationships. We utilize the survey results to identify opportunities for improvement and to create action plans based on employee feedback.

Our most recent employee engagement survey was conducted in 2021, with 81% of our employees participating. This represents the largest population of employees contributing their feedback since the enterprise-wide employee engagement survey started at Globe Life in 2015.

The survey results revealed engagement trending in a positive direction, increasing by almost 6% from 2019 to 2021 and disengagement decreasing by 2.5%. Notably, the results indicate more than 80% of our workforce identifies as being either Engaged or Almost Engaged as defined by the overall engagement scores highlighted to the right.

We seek to continue making the employee voice a priority as we solicit feedback to evaluate and enhance our people programs at Globe Life.

2021 Overall Engagement Scores



Engaged

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

Almost Engaged

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

Indifferent

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as “just a job” prioritizing their needs before organizational goals.

Disengaged

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

In addition to feedback, employee recognition and celebrating our work is key to engagement, and ultimately business success. Each quarter, a Town Hall is hosted by the Executive Management team to share important news and encourage open dialogue with employees. Employees are also given meaningful opportunities to participate in charitable giving events. Additionally, Globe Life recognizes employee milestones every five years of service and celebrates retirement through a recognition program.

We set aside time to acknowledge special dates in our Company's history. Globe Life Day is a day to celebrate the Company and the people we work with.



Continuous Learning and Development

At Globe Life, we believe our most valuable resource is our people, and we focus on providing opportunities to support professional development. Our Learn@Globe Life platform maintains professional development opportunities, including online, self-directed, and instructor-led courses on topics ranging from courageous conversations to technical training. We believe in integrating continuous learning into our culture to promote professional growth. We work to integrate succession planning and talent development throughout all levels of the organization to facilitate the growth of the Company's next generation of leaders.

In 2022:

3,047 Learners accessed the Learn@GlobeLife platform

11,983 Total learning hours

49,324 Course completions

An education assistance program is offered to employees who are continuing their education through an accredited college or curriculum that provides growth in an area related to their role. This can include college credit courses, seminars, and certification tests. Mentoring and coaching programs are also available based on role, proficiency level, and succession planning initiatives.



Globe Life hosts an annual Employee Learning Week, which provides an opportunity to demonstrate our commitment to talent development. This program fosters a learning culture by reminding employees of available resources and encouraging continuous skills development.

In 2022, Employee Learning Week focused on three learning tracks: 1) Diversity, Equity, and Inclusion 2) Professional Development and 3) Wellness. Employees could choose specific topics within each track that best aligned with their goals. The program provides various learning channels such as recommended courses, books, and podcasts.

Diversity, Equity, and Inclusion

General Diversity
Neurodiversity
Cultural Competence

Professional Development

Career Skills
Organizational Skills
Meeting Skills

Wellness

Stress Management
Work-Life Balance
Mindfulness

"I really enjoy this program. I have learned quite a bit about dealing with a diversified workplace and how to deal with stress more effectively."

— 2022 Employee Learning Week participant

Employee Benefits and Wellbeing

We provide a comprehensive benefits package that includes, but is not limited to, the following:

- Health insurance
- Dental and vision insurance
- Voluntary Life and Disability
- Health Savings Accounts
- Flexible Spending Accounts
- 401k and pension plans
- Retirement planning programs
- Voluntary legal
- Optional voluntary supplemental benefits for cancer, critical illness, life, and accident insurance
- Employee Assistance Program (EAP)
- Fitness center reimbursement
- Personal finance programs

We have also taken steps to create an office environment that promotes wellbeing:



Trail maps for walks at our corporate headquarters



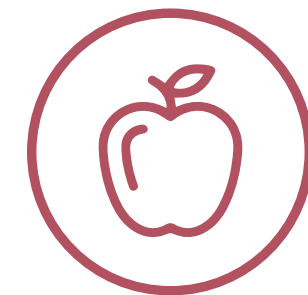
On-site flu shots each fall (except when prohibited due to pandemic-related conditions and policy)



Annual on-site mammogram screenings (except when prohibited due to pandemic-related conditions and policy)



Hosted a 'month of financial wellness', highlighting the range of benefits surrounding employees' financial needs and featuring an open forum with our retirement team



Virtual cooking demonstrations are offered to encourage healthy at-home eating



Periodic webinars, provided in partnership with our Employee Assistance Program, designed to support employees with the everyday challenges of life. Examples of topics covered include mental health awareness, mindfulness, and work-life balance



Private rooms in all our facilities for use by nursing mothers



The Globe Life Facilities team is working to design a wellness space at our headquarters for employees. The goal of this space is to provide a quiet place for employees to privately rest and recuperate.



Culture of Balance

Time away from work to relax and pursue special interests is important to everyone. We recognize allowing our employees to have breaks from work and devote time to fun, friends, and family is critical to maintaining their exceptional performance. Our time-off and leave policies allow our employees to maintain a healthy work life balance. We also recognize a flexible work schedule makes it easier for employees to meet their family/personal needs or responsibilities. Flexible work schedules are available depending on the specific job requirements.

As part of our efforts to ensure that our employees can live balanced lives, we offer the following benefits:

- Paid time off
- Flexible Work Program
- Dual workstations at home and the office for those participating in the telecommuting work program
- Job-protected time off under the Family and Medical Leave Act and other leave programs



Accountability

Our Code of Business Conduct and Ethics (“Code of Ethics”) expresses the standards of integrity and business conduct that every employee, contractor, officer, and director must uphold and follow. Adherence to honesty and integrity in our actions only further benefits our Company, employees, policyholders, and shareholders. We are taking steps to incorporate a culture of accountability into our hiring and engagement activities by clearly specifying expectations and standards for all our employees. Additionally, all employees are required to take annual training on our Code of Ethics. Lastly, depending on their job responsibilities, certain employees are required to take training courses on the following topics, among others:

Anti-Fraud

Health Insurance Portability & Accountability Act

Anti-Money Laundering

Workplace Harassment Prevention

An Equal Opportunity Workplace

Every individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, we expect all relationships among persons in the workplace to be professional and free of bias, prejudice, and harassment. We prohibit and will not tolerate any such discrimination or harassment.

We have a policy of equal opportunity free from discrimination, including with respect to hiring or promotion, on the basis of race, sex, marital status, age, color, religion, creed, national origin, physical, sensory or mental disability, veteran status, sexual orientation, gender identity, gender expression, or other protected status or characteristic protected by law. This policy also applies to the engagement of independent sales agents by our insurance subsidiaries. We are committed to a work environment in which all individuals are treated with respect and dignity. We strive to provide an inclusive and welcoming environment

for all members of our community and to ensure that employment, promotion, workplace advancement decisions, and agent contracting decisions are based on the individual’s abilities and qualifications.

We are committed to giving equal opportunities to all persons based on their individual qualifications and the valid requirements of the position. We provide reasonable accommodations to qualified individuals with disabilities, as required by the Americans with Disabilities Act. Additionally, we encourage individuals with disabilities to come forward and request reasonable accommodations. We maintain an enterprise-level Human Rights and Labor Policy, which can be found on [our corporate website](#).

Health and Safety

We strive to provide a safe and healthy work environment for all employees by following workplace safety and health standards, as well as reporting accidents, injuries, unsafe equipment, practices, and conditions. Violence and threatening behavior are not permitted in the office or remote work environment.

The Globe Life Employee Handbook includes our policy on occupational health and safety, which applies to all employees. We also publish our quantitative Occupational Safety and Health Act metrics on bulletin boards in each of our office locations and on the Company intranet, as required by law.

Some of the steps that were implemented during the pandemic to help ensure the health and safety of our employees and independent sales agents continued in 2022, including:

Continuation of business operations, with a majority of such operations in a remote and hybrid work environment

Maintaining workplace health and safety protocols to allow employees to safely return to Company facilities on a voluntary basis

Extension of our short-term disability benefits to support employees unable to work as a result of contracting or being exposed to COVID-19

Communication with employees on pandemic-related policies and procedures, continuation of emergency business operations (such as social distancing and enhanced cleaning protocols at Company facilities) as appropriate, and provision of pandemic health and wellness resources (including seminars regarding mental health)



Our Independent Agents

We distribute our products to individuals and worksites using in-person and virtual platforms, primarily through exclusive agency and direct-to-consumer marketing channels. Our agency force is a widely varied group of individuals that reflects the diverse demographics of the markets we serve. In an ever-changing job market, we offer opportunities for individuals to sell our products which help provide a path to financial independence, allow agents the freedom to advance up the career ladder at their pace, and promote agency leadership development. Additionally, the recent expansion of virtual selling methods allows independent agents the flexibility to conduct business from home and set their own schedules.

Our exclusive agency divisions value training and leadership development to shape the agent experience. Optional professional development opportunities are available to agents who meet certain criteria. Eligible agents may attend leadership academies to participate in training sessions, hear from motivational speakers, and learn about best practices. Agents are presented with touchpoints throughout their careers to provide feedback about their experience.



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Our Communities

Our Communities



Our Focus: Make Tomorrow Better



Globe Life, our agents, and employees collectively donated more than

\$3.75 million in 2022

Our purpose-driven mission is to help families Make Tomorrow Better by working to protect their financial futures. We proudly partner with non-profit organizations that support youth/family, veterans/military, education, health, and seniors.

Within these areas of focus, the non-profit organizations we partner with support underserved communities, individuals facing food insecurity, at-risk youth, and health advocacy.

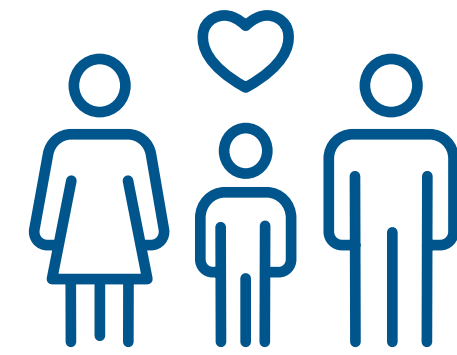
We also supported tax credit scholarship programs in Florida, Arizona, Virginia, South Dakota, and Mississippi. Our contribution of \$2.2 million to these programs helped provide over 200 scholarships that give children access to specialized educational services and materials.

Impact

Our actions today have a lasting impact on tomorrow. In 2022, our community impact included:

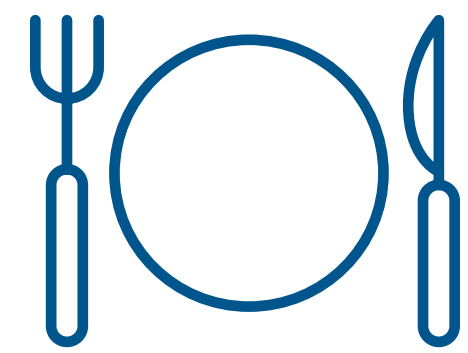
\$3.75M

A total of \$3.75M was donated in 2022.



\$979,179

\$979,179 was donated to youth and families.



350,000

More than 350,000 meals provided.



1,614

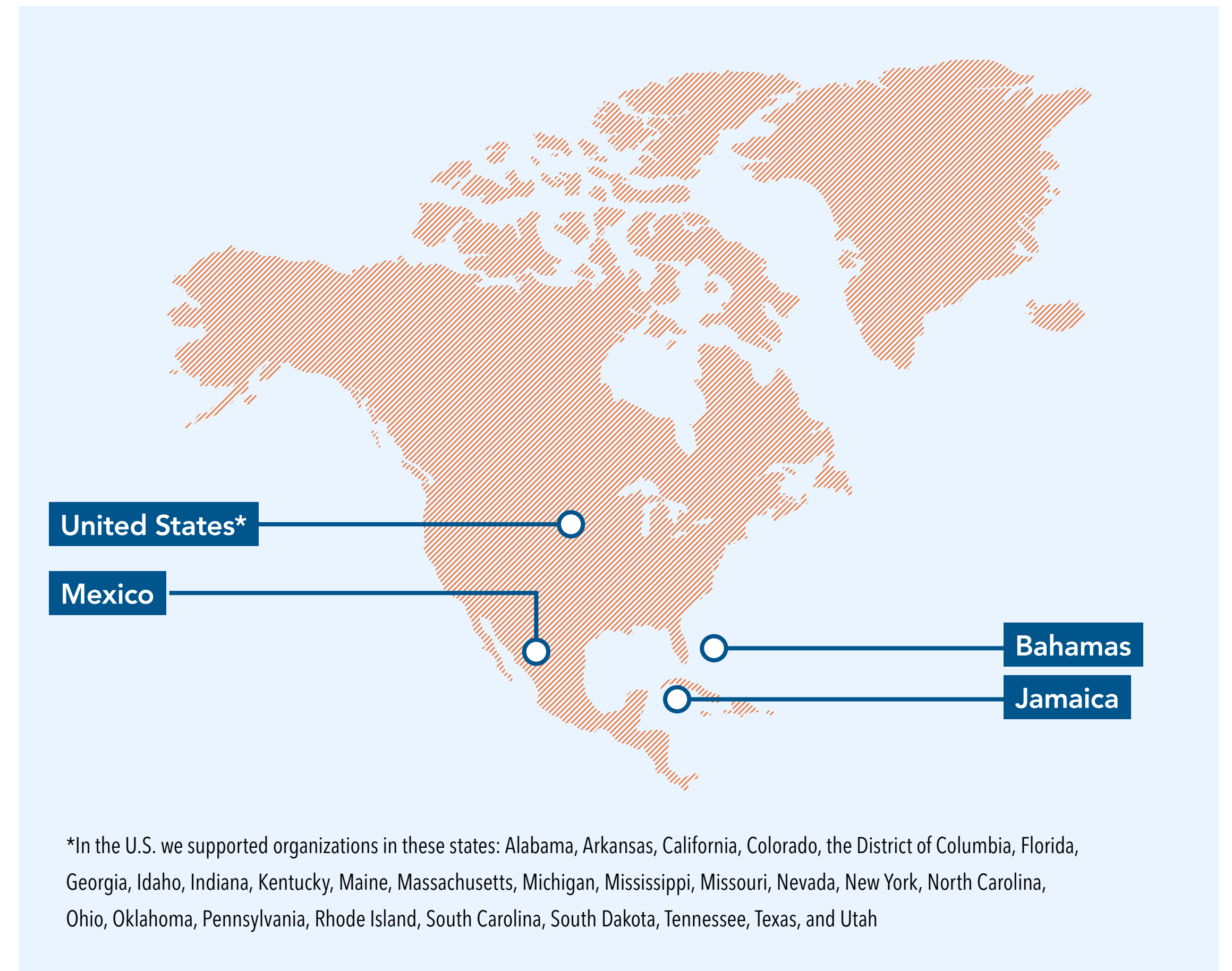
1,614 care packages provided, assembled, and shipped to seniors, service members, and children.



167

Supported 167 non-profit organizations.

We partner with local 501(c)3 organizations when we visit other communities for meetings and conventions. We collect donations and, when possible, volunteer to make a direct, hands-on impact. Our international reach in 2022 included the Bahamas, Jamaica, and Mexico.



Employee Engagement

We encourage employees to join us in supporting organizations that make a positive impact in the communities where we live, work, and visit. Our charitable giving operations are overseen by two governing committees: the Charitable Contribution Committee and Sub-committee. Members of the Charitable Contribution Committee (Committee) are Company leaders appointed by our Co-CEOs, and oversee policies, programs, activities, and funding of charitable organizations.

The Charitable Contributions Sub-committee members are employees that represent the entire organization and its subsidiaries. Sub-committee members follow guidelines set forth by the Committee, actively serve our communities through philanthropic efforts, and review charitable giving contribution requests before Committee approval.

Employees are encouraged to get involved. In 2022, volunteer employee groups provided service to:

- American Heart Association Heart Walk
- Special Olympics of Texas
- Community Garden Kitchen
- Greater Cleveland Food Bank
- Meals on Wheels
- North Texas Food Bank
- Regional Food Bank of Oklahoma
- Make A Wish Oklahoma



▲ Regional Food Bank of Oklahoma



▲ Meals on Wheels | Harvest Boxes



▲ American Heart Association | Heart Walk

To engage our employees in charitable giving, Globe Life selects non-profit organizations to feature quarterly. Many employee donations to the selected organizations are matched by Globe Life. Our 2022 Quarterly Charitable Giving Partners included:

Q1 Operation Gratitude

Operation Gratitude delivers care packages to military and first responders serving overseas and at home.

\$20,000

Employees donated almost \$10,000 and Globe Life rounded up the match for a \$20,000 total donation.



Q2 Make-A-Wish

Make-A-Wish provides hope to children with life-threatening illnesses by granting once-in-a-lifetime wishes.

250

Globe Life employees provided 250 summer care packages to Wish Kids and their families while they waited for their wishes to be granted.



Q3 Alex's Lemonade Stand Foundation

Alex's Lemonade Stand Foundation changes the lives of children with cancer by funding impactful research, raising awareness, supporting families and empowering others to help cure childhood cancer.

\$42,755

Globe Life, our affiliates, and employees donated \$42,755.



Q4 NewView Oklahoma

NewView Oklahoma empowers blind and low-vision individuals through rehabilitation, employment, and community programs.

\$8,000

Employees donated more than \$2,500 and Globe Life rounded up the match for an \$8,000 total donation.



Employee Support

Globe Life also supports employees by offering dependent scholarships. Access to quality education is an important value to Globe Life because it helps families and develops younger generations.

In 2022, we awarded

Ten \$2,500

higher education scholarships to dependents of Globe Life employees. Funds may be used for payment of college tuition, fees, textbooks, or supplies.

Division Impact

Our charitable giving extends throughout the organization. Agents from the respective sales divisions of American Income Life Insurance Company, Family Heritage Life Insurance Company of America, and Liberty National Life Insurance Company helped Make Tomorrow Better through hands-on volunteering and financial support. A few examples include:



▲ American Income/ National Income Division | Tango Charities



▲ Liberty National Division | Lend a Hand Bahamas



▲ Family Heritage Division | Texas Rangers Baseball Foundation

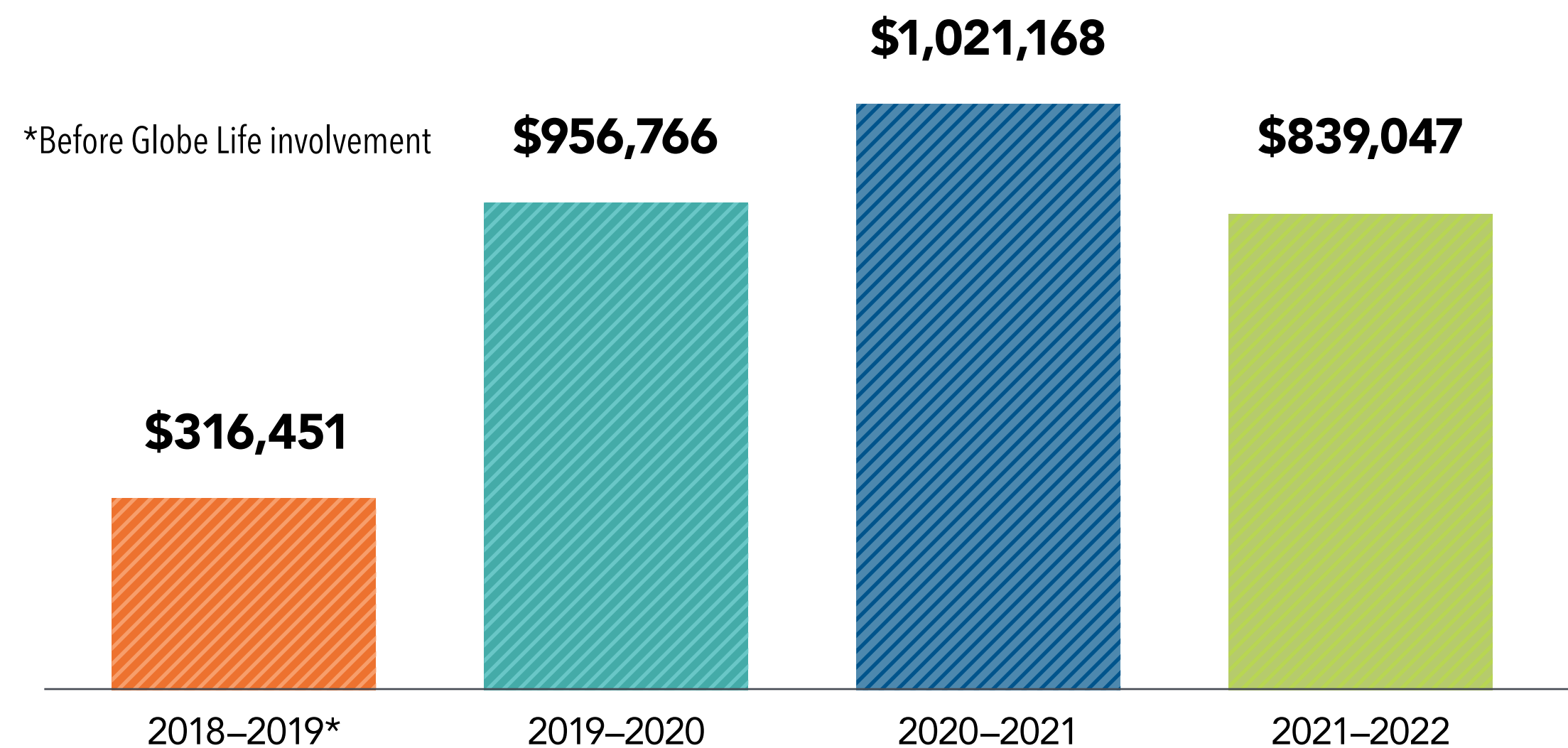


- American Income/ National Income Division: **\$200,070**
- Liberty National Division: **\$134,296**
- Family Heritage Division: **\$64,532**

Community Partners

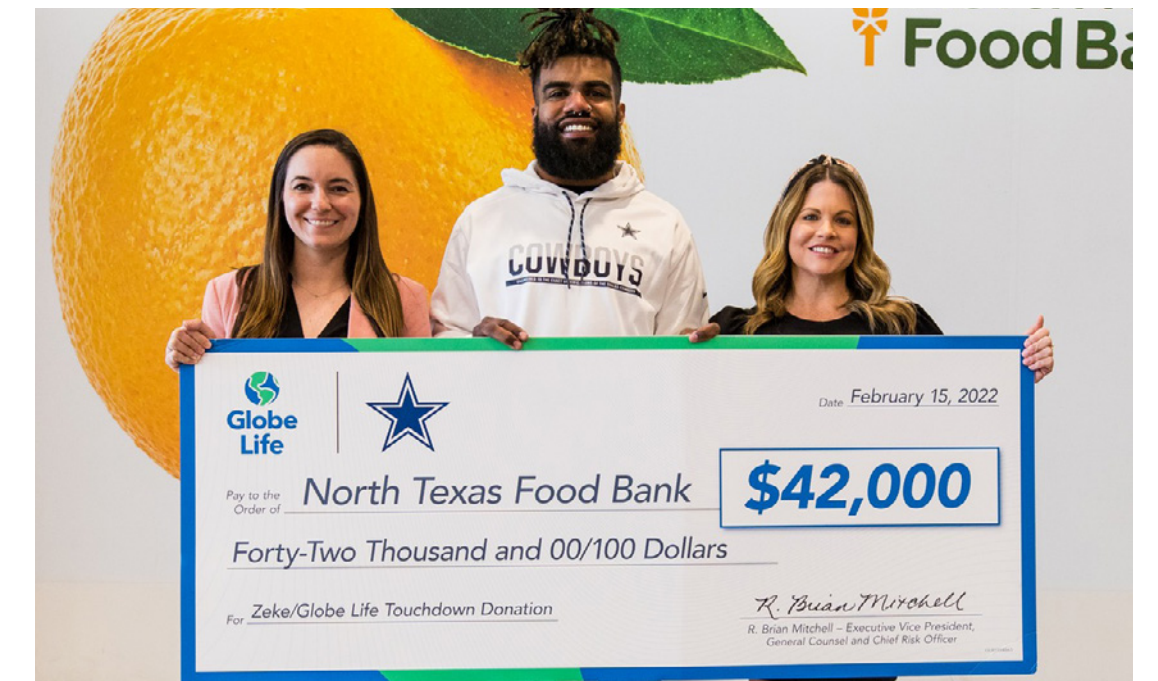
A long-standing community partner is **Meals on Wheels Collin County (MOWCC)**. This non-profit organization combats hunger and isolation while helping disabled and older adults remain independent in their homes. Since 2019, Globe Life has donated printing and marketing services for fundraising campaigns. Prior to Globe Life’s contribution of no-cost marketing services, MOWCC spent approximately \$180,000 a year with an outside vendor. With Globe Life’s involvement, the net donations to MOWCC have increased year over year. Prior to Globe Life’s involvement in this initiative, net donations from the mail campaign were approximately \$300,000. With Globe Life’s involvement, net donations have significantly increased. Globe Life crafts creative marketing campaigns for MOWCC in an effort to continue contributing an ongoing cost-saving program designed to encourage increasing donations to the organization.

Meals on Wheels Collin County Net Donations



Globe Life is proud to be the Official Life Insurance of the Dallas Cowboys and the Texas Rangers. We aim to inspire others to help Make Tomorrow Better, including when we partner with the Dallas Cowboys, Texas Rangers, and FC Dallas.

- Globe Life and Ezekiel Elliot have worked together to fight hunger by supporting the North Texas Food Bank. In honor of Zeke’s number 21, Zeke and Globe Life each donate \$2,100 to the North Texas Food Bank for every touchdown he scores. To date, Globe Life and Zeke have donated a total of **\$42,000** to help fight food insecurity in North Texas.
- Globe Life distributed **\$100,000** in grants to 12 non-profit baseball and softball organizations across Texas, Oklahoma, and Arkansas through the Texas Rangers Baseball Foundation.
- Globe Life is a proud sponsor of the FC Dallas Special Olympics Unified Team. This unique program **provides training, competitions, and social experiences** for individuals with and without intellectual disabilities to create a unified soccer experience.



▲ Globe Life & Ezekiel Elliot



▲ FC Dallas Special Olympics

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[Strategy](#)

[Our People](#)

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Our Governance and Leadership

Approach

As we work to meet individual and Company-wide business goals at Globe Life, we must also work to ensure the work we perform and the business we conduct is done with integrity and in accordance with the highest ethical standards. Globe Life Inc. and its subsidiaries are committed to maintaining a business atmosphere and work environment based on honesty, fair dealing, and sound business ethics.



Code of Ethics

Our Code of Ethics expresses the standards of integrity and business conduct that every Company employee, contractor, officer, and director must uphold and follow.

The Code of Ethics can be found on our [corporate website](#)

Board of Directors

Director Responsibilities

Director activities consist primarily of two basic functions: decision-making and oversight. In the discharge of these functions, directors must exercise a duty of care (by exercising appropriate diligence in making decisions and taking other actions, as well as overseeing the management of the corporation) and a duty of loyalty (by exercising their powers as a director in good faith in the best interests of the corporation and not in their own interest, or in the interest of another person or organization with which they are associated).

Accordingly, a director must become generally familiar with and knowledgeable about our business, including the economic and competitive environment in which we operate. A director is not, however, expected or required to become an expert regarding all areas of our business or any specific aspects thereof.

Directors are expected to attend and participate in Board meetings and the meetings of all Board committees to which they have been appointed, either in person or by teleconference or other electronic means. Directors will receive Board and committee meeting agendas and related meeting materials sufficiently in advance of meetings to allow them to review and enable them to participate in an informed manner at all meetings. Directors receive and are expected to review minutes of Board meetings and the committees on which they serve. Directors are informed about the activities of those Board committees on which they do not serve through the circulation of committee minutes or written or oral reports from such committees to the full Board. Directors may inspect the books and records of Globe Life Inc. and its subsidiaries and may inspect Company facilities as reasonably appropriate for the performance of their duties.

Board Membership Criteria

We believe there should be wide latitude in the selection of new candidates for membership on the Board. Potential candidates are assessed in the context of the then-current composition of the Board and the particular needs of the Company.

Selection of Directors

The selection of directors, both for initial election and re-nomination as incumbents, is a crucial part of Globe Life Inc.'s corporate governance.

The development of a broad, inclusive pool of potential director candidates based on the director's independence and qualification standards is at the core of the selection process. Recommendations of potential Board candidates may come from the existing directors, the Co-Chairmen of the Board, the Co-Chief Executive Officers, the Lead Director, other members of management, shareholders, or external resources used to identify prospective candidates. The Governance and Nominating Committee, in conjunction with the Co-Chairmen and Chief Executive Officers and the Lead Director, reviews the qualifications and attributes of candidates for membership on the Board from whatever source such candidates are received and thereafter reports its recommendations regarding director nominees to the full Board. The Board reviews all candidates proposed for nomination by the Governance and Nominating Committee and may choose to elect such person(s) to the Board in the interim periods between Annual Meetings of Shareholders or to submit such nominees to the shareholders for election or re-election to the Board at an Annual Meeting of Shareholders.

Director Tenure

Directors will be elected annually for one-year terms, subject to the Board's Retirement and Tenure Policy. This policy provides that, absent extraordinary circumstances, non-employee directors will retire at the Annual Meeting of Shareholders of Globe Life Inc. immediately following the earlier of their 74th birthday or their completion of 18 years of service on the Board. Management directors retire at the Annual Meeting of Shareholders immediately following their 70th birthday.

Size of the Board

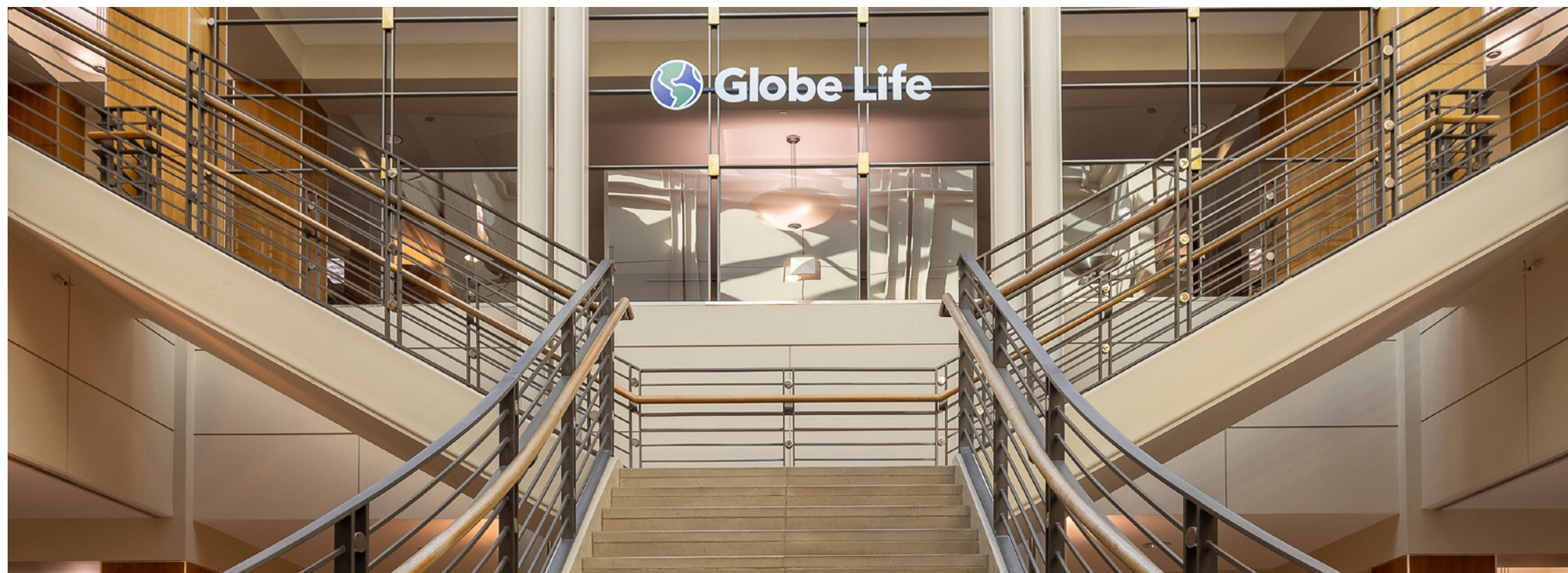
Our By-Laws provide that the Board will have not less than seven nor more than 15 members. The By-Laws further state that the exact number of directors will be established from time to time by a resolution of the Board. Maintaining Board membership in this numerical range provides Globe Life Inc. the flexibility to accommodate the availability of an outstanding candidate without hindering effective discussion or diminishing individual accountability.

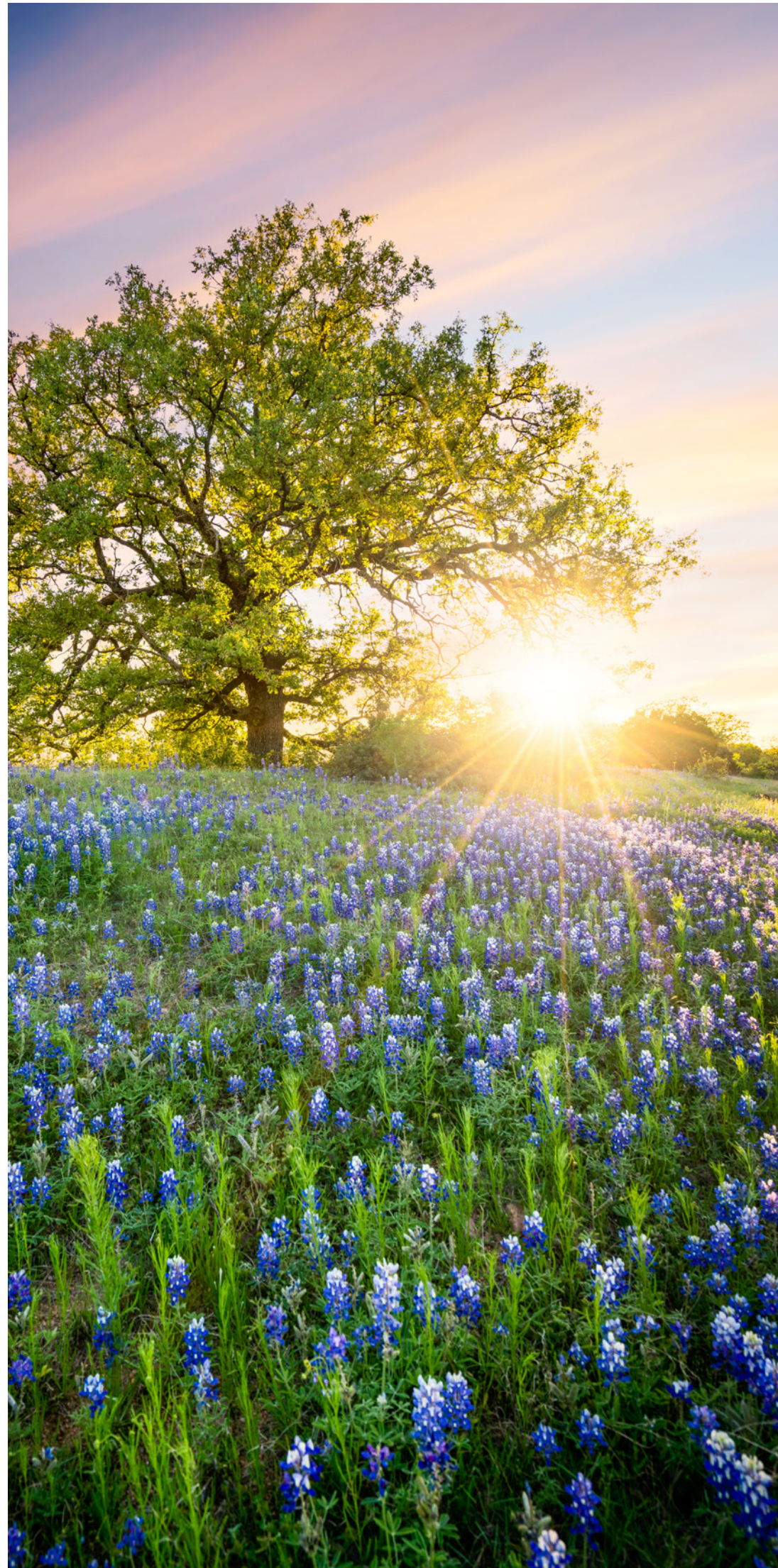
Independence

At least a majority of the members of the Board shall at all times be "independent" within the guidelines and regulations of the New York Stock Exchange and Securities and Exchange Commission, as then currently set forth. The Board, with the subject director abstaining, shall, after considering all the relevant circumstances, make an affirmative determination that the director has no material relationship with Globe Life Inc. or its subsidiaries (either directly or as a partner, has a relationship with Globe Life Inc. or its subsidiaries) before a director will be qualified as independent. Annually, the Governance and Nominating Committee as well as the Board will review the relationships that each director has with Globe Life Inc. and its subsidiaries to ensure compliance with NYSE and SEC requirements. The Board has adopted and disclosed on Globe Life Inc.'s website additional categorical standards to assist it in determining director independence. We disclose these independence determinations in our annual disclosure documents.

Committees

The Board is vested with the authority to create such committees as it deems necessary and appropriate. Currently, there are three standing Committees of the Board: **(a) Audit, (b) Compensation, and (c) Governance and Nominating.** The Board may also from time to time establish certain special purpose committees, designating the duties and members of such committees. Each Committee Chair, in consultation with other committee members, determines the frequency and length of committee meetings. The Company's ESG reporting structure to the Board is illustrated in an appendix to this report.





Environmental, Social and Governance Committee

Our Environmental, Social and Governance (ESG) Committee, formed in March 2018 as the Sustainability Committee, is comprised of key personnel from our management team, including our Executive Vice President, General Counsel, and Chief Risk Officer; Executive Vice President and Chief Investment Officer; Executive Vice President, Policy Acquisition and Chief Strategy Officer; Executive Vice President and Chief Talent Officer; Corporate Senior Vice President, Associate Counsel, and Corporate Secretary; Senior Vice President, Risk, Compliance, and Chief Security Officer, Divisional Vice President, Enterprise Risk; Director of Facilities and Director of ESG. Through such individuals' participation, this Committee helps to ensure environmental responsibility and sustainability remain a continuing focus for our leadership. The ESG Committee's responsibilities include, but are not limited to, the following:



Identifying and reviewing factors (e.g., facility management, disaster recovery, climate risk impacts, data security, investments, corporate expenditures, workplace issues, diversity, and inclusion) that could affect the Company's sustainability agenda



Developing policies and procedures that promote sustainable business practices at the Company and tracking the progress achieved through those policies and procedures

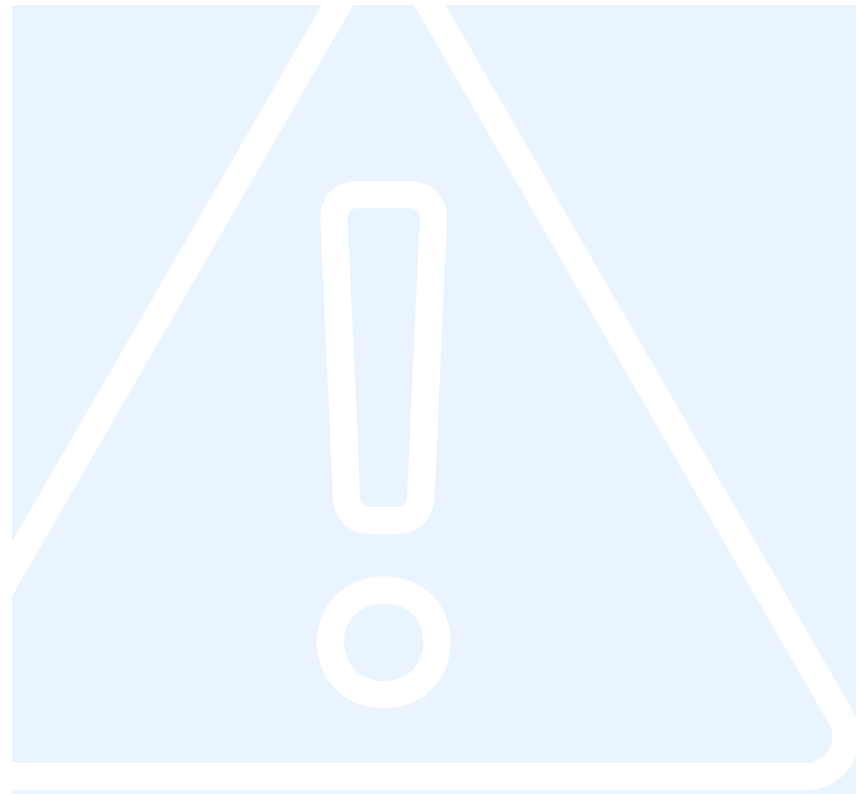


Scrutinizing our operations for areas in which we can improve our environmental responsibility and sustainability practices, alongside our purpose to help lower-middle to middle-income families achieve financial protection from adverse circumstances



Reviewing and updating the Globe Life Environmental, Social, and Governance Report

The ESG Committee is a sub-committee of our Enterprise Risk Management (ERM) Committee, described in more detail below. The Chair of the ESG Committee, our Executive Vice President, General Counsel and Chief Risk Officer, provides regular reports on our sustainability practices and agenda to our ERM Committee.



Enterprise Risk Management Committee

The ERM Committee identifies and reviews major risks to the Company, develops processes and plans to monitor, address, and mitigate such risks, and establishes risk tolerance levels. Additionally, by receiving regular reports from the Chair of the ESG Committee, the ERM Committee helps ensure that major environmental and sustainability risks to the Company are identified, and that processes and plans to monitor and mitigate such

risks are implemented as appropriate. The ERM Committee consists of senior-level executives such as our Executive Vice President, General Counsel and Chief Risk Officer, Chief Financial Officer, Chief Investment Officer, Chief Administrative Officer, Chief Strategy Officer, Chief Marketing Officer, Chief Talent Officer, Chief Information Officer, Chief Actuary, Senior Vice President, Risk, Compliance, and Chief Security Officer, Chief Information Security Officer, Chief Compliance Officer, and the Divisional Vice President – Enterprise Risk. The Chair of the Audit Committee also serves as a non-voting member of the ERM Committee and the official liaison of the Board of Directors to the Committee. The ERM Committee regularly reports to Globe Life Inc.'s Co-Chief Executive Officers and to the Board of Directors following Committee meetings and makes such recommendations, as the Committee deems necessary or appropriate.

Our ERM Department helps the ERM Committee to identify, assess, and prioritize the Company's most significant risks. The ERM Department supports the Company's business units in evaluating and managing risk in their respective areas, partners with

senior management to facilitate appropriate and timely risk reporting from the business units to the ERM Committee and/or to the Board as necessary and supports the effort to integrate risk considerations into the strategic planning process.



Information Security

Properly gathering, maintaining, and protecting the personal information of our customers, agents, and employees is critical to our business. The Board of Directors and management consider Information Security to be a key enterprise risk for the Company, and every employee is required to comply with privacy laws and regulations when processing personal information.

As a key enterprise risk, Information Security is addressed under the leadership of our Chief Information Security Officer (CISO), who reports to our Executive Vice President, General Counsel and Chief Risk Officer. The CISO provides updates to and takes direction from the Security Risk Committee (SRC), a sub-committee of our ERM Committee, where important policy and risk decisions are made by accountable executives. The SRC provides executive direction with respect to our Information Security program and reviews risks associated with the confidentiality, integrity, and availability of critical business systems and sensitive customer and Company data. Our CISO also provides quarterly reports on Information Security to the Audit Committee and the full Board. This top-down management direction aids in the development

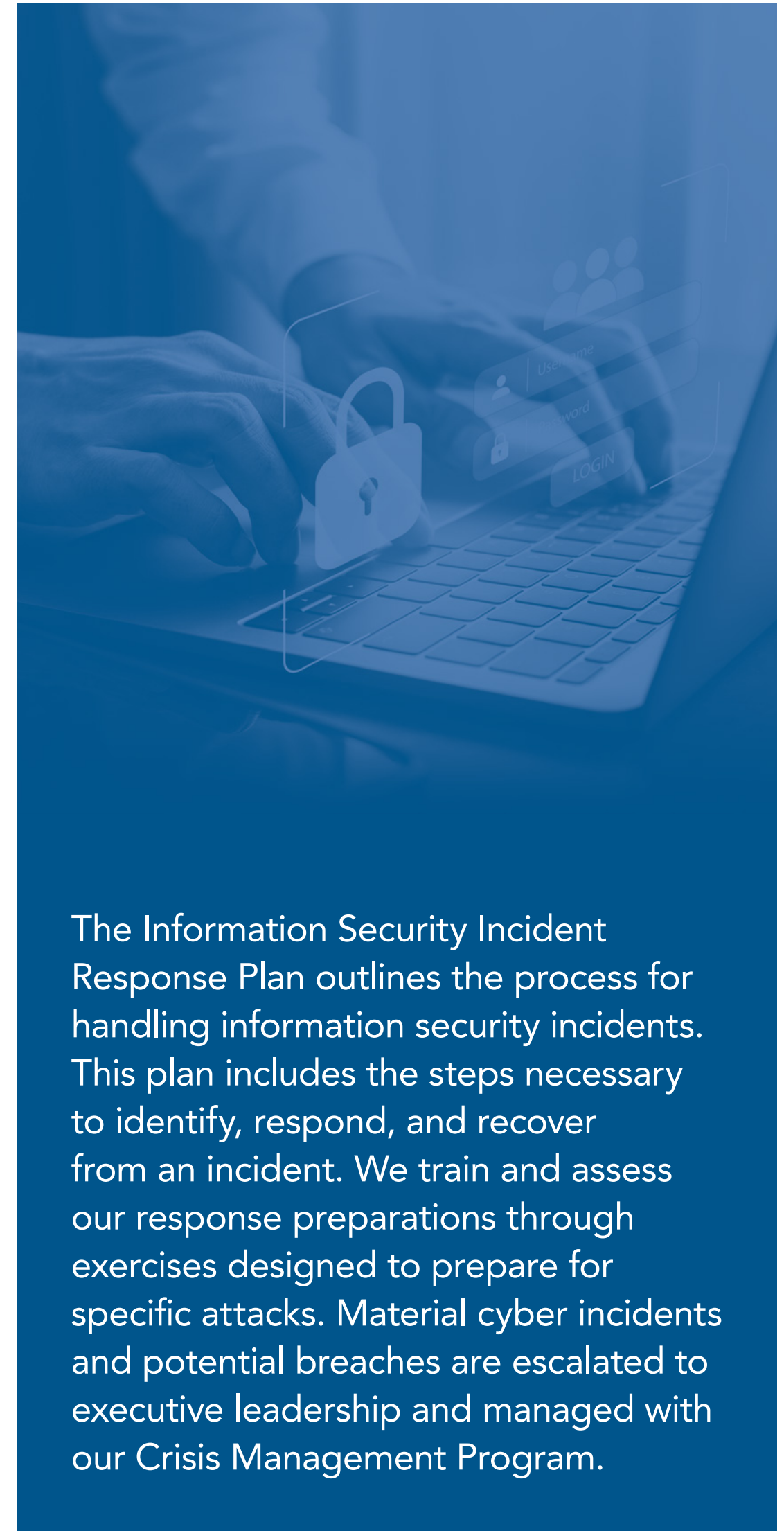
and maintenance of physical, electronic, and procedural safeguards to comply with applicable regulations and to protect the personal information of our customers, independent agents, and employees. These measures, as set forth in enterprise-wide security policies and procedures, are designed to help prevent the loss, misuse, unauthorized access or disclosure, alteration, or destruction of such personal information.

Our Information Security Program is aligned with applicable laws, regulations, and generally accepted practices from the International Standards Organization (ISO) and the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Each year we use an independent benchmarking service to ensure our Information Security capabilities evolve at the pace necessary to counteract the rapidly evolving threat environment and remain in sync with industry security practices and emerging best practices. Our Information Security policies, processes, and performance are also audited each year by independent external auditors as a part of our Sarbanes-Oxley compliance program.

While our Board and management team sets the tone for our Information Security program, we understand that each of our team members plays a role in appropriately safeguarding the personal information of our customers, agents, and employees. All employees receive awareness training on Information Security throughout each year to help them maintain strong security practices. We also provide awareness materials and best practices to our independent agents. Consistent with our practice of operationalizing threat intelligence, the awareness program addresses the human aspects of emerging threats by training on topics like phishing, social engineering, and personal device updates. Furthermore, access to personal information is restricted to those team members who “need to know” and authorized team members when such information is a part of delivering the products and services requested.

Third-party vendors who store or access consumer information are subject to a vetting and review process consistent with the amount of data held and operational resiliency requirements. This vetting is necessary to provide assurance that third parties comply with the stringent privacy and security requirements of the insurance industry.



The Information Security Incident Response Plan outlines the process for handling information security incidents. This plan includes the steps necessary to identify, respond, and recover from an incident. We train and assess our response preparations through exercises designed to prepare for specific attacks. Material cyber incidents and potential breaches are escalated to executive leadership and managed with our Crisis Management Program.

Business Continuity and Crisis Management


Our resilience capabilities work to proactively identify contingencies and mitigate significant events that may adversely affect our business operations, cash flow, and reputation. Our business continuity plans describe the priorities of various business processes and emphasize recovery via our Crisis Management Program.

Our Crisis Management Program is based on the Incident Command System and designed to manage high-severity events' impacts. These hazards may affect our operations, consumer information, or employee safety.

Our Company could potentially be impacted by a natural disaster, ransomware attack, or other potential threat. We have developed a disaster recovery plan to prevent or help lessen the impact of these events. This plan is updated and tested on a recurring period to verify the integrity of the information, and to ensure that operations can be continued in a safe and orderly manner.

The consumer information we retain as a necessary part of our business operations may be the target of threat actors who seek to obtain and sell this non-public information. We have developed response playbooks and incident management plans to respond to and recover from these attacks. These plans include steps to provide protection for the identities of consumers who may be affected by a data breach. A cyber insurance policy is also in place to mitigate the financial impact of this type of event.

We proactively plan for:

-  **Ransomware Attacks**
-  **Natural Disasters**
-  **Infectious Diseases**



Additionally, we proactively plan mitigation for hazards like severe weather and infectious diseases, which may affect the health and safety of our employees. We follow a mass notification process to proactively communicate with employees and update a business continuity hotline. The Company has also contracted with a third party to provide Mobile Recovery Centers (MRCs) in the event of loss or damage to one of its office buildings. MRCs are equipped with hardware and network access to support the continuity of business operations. Globe Life conducts regular resilience exercises to test systems, processes, and equipment. In October 2022, the Company invited employees to participate in the exercise and explore an MRC on-site at our headquarters in McKinney, TX.

Consumer Privacy

In addition to implementing processes and procedures designed to maintain the security of customer and consumer personal information, we recognize that privacy is a significant concern for both companies and consumers. We are committed to maintaining the privacy of this information and ensuring it is handled appropriately. We have developed a Privacy program designed to ensure we are handling personal information appropriately and being transparent regarding the ways we collect, share, and protect such information. Our online Privacy Policy, which explains the ways we collect and use personal information from our websites and mobile applications, can be found on our [website](#). We also send a printed Privacy Notice to our customers, explaining how we collect and use their information, and how they may contact us.

We are committed to ensuring our practices regarding the privacy of customer and consumer personal information align with industry norms and comply with contractual obligations and applicable laws such as the Gramm-Leach-Bliley Act, Health Insurance Portability and Accountability Act, and the California Consumer Privacy Act. We routinely review and improve our policies and procedures to ensure that we are using confidential information appropriately.



Investment Management

Globe Life invests in order to earn a return to support our liabilities derived from products sold by Globe Life Inc.'s operating insurance subsidiaries. The Company invests primarily in investment-grade, long-dated fixed maturities, which provide the best match for our long-term fixed liability products. These assets have historically provided attractive risk-adjusted, capital-adjusted returns due in large part to our ability to hold securities to maturity regardless of fluctuations in interest rates or equity markets. Since we expect to hold our investments to maturity, we take special care to invest in entities that can survive multiple economic cycles. Our conservative investment philosophy emphasizes the preservation of capital.

We work to ensure we are compensated for the risk associated with our investments and that these risks are within our policy limits. To manage this risk, Globe Life's Investment Management team administers a credit risk management process that includes thorough underwriting at the time of the initial investment decision, fundamental credit analysis on a continual basis and is supplemented by a

quantitative analysis at least as frequently as monthly. Risk is mitigated by diversifying across asset classes, sectors, issuers, vintages, ratings, geographies, etc. Risk limits are set and monitored to manage expected credit and market losses and concentration risk across asset classes, sectors, and issuers.

In keeping with our conservative investment philosophy, we focus on the long-term financial sustainability of our investments and strive to understand all risks that may impact our investment returns. We believe ESG factors can impact our investment portfolio performance and are necessary considerations for long-term investing. In determining where to place our investments, we incorporate a robust risk management process in which we carefully evaluate the risks and opportunities inherent in each investment, including those related to pertinent ESG issues, such as climate change. For our fixed-maturity investments, we capture relevant ESG risk impacts as part of the credit outlook for issuers to develop a complete view of the long-term default and downgrade risk. We rely on the credit ratings provided by nationally recognized statistical rating

organizations (NRSROs) to determine the level of statutory capital to hold for our investments and to determine the portfolio ratings quality used for monitoring compliance with our investment policies. The major NRSROs (Moody's, S&P, and Fitch) include ESG risk in their respective credit rating methodologies. As part of our process, we may also monitor the ESG ratings from external providers to understand how such ratings may impact our investments.

Globe Life conducts scenario testing using historical experience and forward-looking analysis when analyzing the risks to our portfolio. See [**"Company Resilience and Climate-related Scenarios"**](#) [**section of the Company's TCFD Report**](#) for details regarding the Company's consideration of various future outcomes related to our changing climate.



Impact Investing

As of December 31, 2022, our portfolio included approximately **\$3.6 billion** of impact investments* as follows:

\$3.2b

Municipal bonds, governments, and governmental agencies



\$314m

Limited partnerships that develop low-income housing (since 2010, we have committed to invest **\$549 million**)



\$125m

Renewable energy



Globe Life understands the importance of stable housing for our communities and their families. Within our portfolio, we are invested in more than **\$600 million** in state housing finance agencies, which deliver financing to make possible the purchase, development, and rehabilitation of affordable homes and rental apartments for low- and middle-income households. In addition, Globe Life has committed to invest more than **\$300 million** in specific Low Income Housing Tax Credit funds, which support the acquisition, rehabilitation, or new construction of rental housing targeted to lower-income households.

*Investments made with the intention to generate positive, measurable social and environmental impact alongside a financial return (definition from GIIN–Global Impact Investment Network)



Supplier Diversity

In late 2022, Globe Life initiated the development of a Supplier Diversity Program. This program aims to communicate the value of supplier diversity and enable the growth of diverse businesses in our communities. At this time, we are focused on establishing baseline metrics as well as policies and procedures to support the program.

Diverse suppliers that demonstrate the ability to add value and provide high-quality products, goods, and services that are competitively priced, reliable, and aligned with our strategic business model may have the opportunity to be included in Globe Life’s sourcing and procurement process.

We will continue to report additional information regarding Globe Life’s Supplier Diversity Program in our annual ESG Report as we make progress on this important initiative.



Our Environmental Responsibility

Approach

Environmental responsibility and sustainability are part of our overall corporate responsibility efforts. We recognize the potential impacts of climate change and the importance of this issue to investors, the communities we serve, and the health of our planet. We strive to reduce our impact on the environment by implementing green building initiatives at our corporate facilities, continuing our companywide emphasis on recycling and waste reduction efforts, prioritizing the reduction of paper and water usage, and developing processes to report data on our greenhouse gas emissions.

To enhance our disclosures related to climate risk, Globe Life published its first TCFD-aligned report in 2022. For reference, our [TCFD Report](#) is attached as an appendix to this report.



2022 Greenhouse Gas Emissions

	Metric Tons CO _{2e}
Scope 1 Emissions	1,237
Scope 2 Emissions (Location-based)	6,427
Scope 2 Emissions (Market-based)	7,249
TOTAL Scope 1 & 2 (Location-based)	7,664
TOTAL Scope 1 & 2 (Market-based)	8,485
Scope 3 Emissions*	
Category 1: Purchased goods and services	22,122
Category 4: Upstream transportation and distribution	10,394
Category 6: Business travel	2,859
Category 7: Employee commuting (incl. Teleworking)	4,699
Category 13: Downstream Leased Assets	4,605
TOTAL Scope 3 (calculated for Cat 1, 4, 6, 7 and 13)	44,680

*For Scope 3, we have included significant sources of GHG emissions in our value chain, excluding Category 15 (Investments)



Operational Efficiencies

As a financial services holding company, our corporate office facilities account for a substantial portion of our direct energy and water consumption. We look for innovative ways to improve the operation of the buildings we own to reduce our environmental footprint, including:

EnergyStar Score

In 2022, the EnergyStar Score for our headquarters facility was 83. A building's EnergyStar Score measures how well the property is performing relative to comparable properties when normalized for climate and operational characteristics. Our EnergyStar Score of 83 indicates that our headquarters facility is a top performer and is better in terms of energy consumption than 83% of industry peer properties nationwide. We intend to continue to identify opportunities to improve our energy efficiency in sustainable and cost-effective ways.

Lighting

We are transitioning away from fluorescent lights in favor of more energy-efficient light emitting diode (LED) lighting in our office locations across the country. Additionally, as of December 2022, we reduced our outdoor energy consumption at our corporate headquarters by 172.48 MWh using light-harvesting and motion controls that were implemented in 2018.

Sustainability of Leased Facilities

We strongly encourage our leased property managers and property owners to install environmentally friendly technology where possible.

Restroom Updates

Restroom remodels are complete at 60% and in progress at 40% of our facilities. When we implement these upgrades, we consider environmentally friendly improvements, such as touchless faucets and touchless, low-flow toilets.

Printing Facilities

We are unique among our peers in that, for many years, we have owned and operated our own printing and mailing facilities in Oklahoma City, OK, and Waco, TX. By managing our printing operations in-house, we have been able to implement several measures that are both cost effective and environmentally friendly. Examples of these measures include the following:

- We have recycling programs at both printing facilities.
 - » In 2022, we recycled approximately 1,126 tons of paper, cardboard, scrap metals, and plastics at our Oklahoma City printing facility. These recycling efforts conserved the following resources:
 - » At the Waco printing facility, we recycled approximately 48 tons of material. Our recycling vendor delivers all shredded paper and cardboard to a paper mill, where it can be converted into new paper products.

25,888 trees saved

4,634,590 kWh of electricity (from recycling)

Avoided **4,139** metric tons of GHG Emissions (MTC02E)

7,806,684 gallons of water

- For over 30 years, we have used only water- and soy-based inks rather than environmentally harmful solvent-based inks.
- Much of our high-voltage equipment has been sourced to utilize smart motors that drastically reduce energy use when the equipment is not operating at maximum capacity. These energy-saving improvements help us achieve significant decreases in energy consumption at our printing facilities. As our older machines age out, we intend to implement smart-motor technology where appropriate.

*Conservation data points provided for Globe Marketing Services by Waste Management in their 2022 Recycling Benefits Guide



Reduction Efforts

Paper Reduction

Reducing the amount of paper we use at our office locations is another focus. We work to monitor our office operations for opportunities to reduce or eliminate the use of paper.

We also encourage the policyholders of our insurance subsidiaries to interact with us electronically, which serves to extend our paper reduction efforts beyond the borders of our office locations. For example, we have developed an electronic mobile application for policyholders to access their policy information. Additionally, policyholders can elect to receive an electronic bill

rather than a paper bill. Approximately 80% of our insurance subsidiaries' premiums are received electronically.

Our insurance subsidiaries also leverage paperless technologies to market and sell their products. For example, the sales agents of our insurance subsidiaries complete insurance applications electronically, avoiding the need for paper copies. Further, consumers can apply for our Direct-to-Consumer products online, without having to complete a paper application. These efforts help limit our carbon footprint, by reducing the amount of paper required to operate our business.

Water Reduction



We aim to reduce water usage. This focus on water conservation led us to make the following upgrades in recent years:

- Our continued landscaping focus at our North Texas headquarters is to incorporate native or adaptive drought-tolerant trees and shrubs.
- Our sprinkler system at our headquarters operates on a timer and is equipped with an auto-shutoff rain sensor, to prevent waste during inclement weather.
- Our conversion of restroom facilities across our operational locations incorporates touchless faucets and touchless low-flow toilets.

Reducing our water consumption will continue to be a focus area as we improve the sustainability of our corporate operations.

Waste Reduction



Our ongoing commitment to environmental sustainability is shared by our employees. Daily recycling of paper, cardboard, and cans exemplifies our employees' efforts to incorporate environmental responsibility and sustainability into our day-to-day operations. Our corporate leadership has helped facilitate such recycling practices on an individual employee level by working to ensure that easily accessible recycling bins are placed throughout our headquarters facility and other office locations.

We are committed to the ongoing enhancement of environmental responsibility and sustainability practices throughout our operations, and we will continue to consider ways in which we can preserve invaluable natural resources and reduce waste. In 2023, we intend to engage with our employees to offer educational opportunities focused on water and waste reduction behaviors as well as topics related to energy efficiency.



Appendix



Task Force on Climate-related Financial Disclosures Report 2021



Introduction:

At Globe Life, we recognize the potential impacts of climate change and the importance of this issue to investors, the communities we serve, and the health of our planet. This report reflects Globe Life’s commitment to providing transparency into our approach to managing climate-related risks and opportunities and is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Through our inaugural TCFD report, we seek to share and better understand how the changing climate may impact our business in the years to come. We know that climate change can present risks to physical infrastructure, human health and resource security, as well as risks arising from the transition to a low-carbon economy. As we look towards the future, we plan to continue to incorporate consideration of such risks into our strategic thinking and risk management processes.

Structured around the four pillars of the TCFD – Governance, Strategy, Risk Management, and Metrics and Targets – each section of this report is designed to support effective disclosure of the eleven TCFD recommendations. This report covers data collected for the 2021 calendar and fiscal year and also reflects activities or initiatives completed in 2022, as noted throughout the report.

Recommendations and Supporting Recommended Disclosures			
Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organization’s governance around climate-related risks and opportunities.	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	Disclose how the organization identifies, assesses, and manages climate-related risks.	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.
Recommended Disclosures	Recommended Disclosures	Recommended Disclosures	Recommended Disclosures
a) Describe the board’s oversight of climate-related risks and opportunities.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	a) Describe the organization’s processes for identifying and assessing climate-related risks.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	b) Describe the organization’s processes for managing climate-related risks.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Source: TCFD, Recommendations of the Task Force on Climate-related Financial Disclosures, 2017

Governance – *Disclose the organization’s governance around climate-related risks and opportunities*

Board Oversight

Globe Life believes that sustainable business practices are an important component of both good corporate citizenship and sound fiscal management. As part of its general responsibility for overseeing the Company’s corporate strategy and approach to Enterprise Risk Management (ERM), the Globe Life Inc. Board of Directors (the “Board”) monitors and guides management’s assessment of climate-related risks and opportunities. The Board recognizes climate change risk as one consideration in the development and implementation of the Company’s strategic objectives. This approach is consistent with Globe Life’s continued focus on ensuring the long-term sustainability of the Company and its business operations, while creating long-term value for its shareholders and other stakeholders. The Board’s Audit Committee, one of its three standing committees, assists the Board by monitoring the impact of climate change on financial risks. Additionally, the Board periodically engages with management on climate-related issues, as necessary and appropriate, with respect to climate-related challenges and opportunities identified by management.

In early 2022, Globe Life Inc.’s independent Lead Director earned the Climate Leadership Certificate from Diligent Corporation, which will be an asset in facilitating conversations at the Board level to address climate-related issues.

Management’s Role

In 2018, the Company established an Environmental, Social and Governance (ESG) Committee (originally referred to as the “Sustainability Committee”) comprised of a cross-functional group of key leaders and internal subject matter experts. The ESG Committee is a sub-committee of the ERM Committee and is responsible for setting the Company’s corporate sustainability agenda. The ESG Committee typically meets quarterly and reports its activities regularly to the ERM Committee. The Company’s Chief Risk Officer and Chair of the ERM Committee provides quarterly updates to the Audit Committee regarding risk topics and initiatives including those that are climate-related. This role facilitates a targeted ESG discussion with the Board at least annually.

In 2022, the Company established a formal ESG function (the “ESG team”) within the ERM Department in support of its ongoing commitment to integrating ESG considerations into business decision-making and risk management processes. The ESG team is responsible for helping to facilitate the Company’s ESG strategy and initiatives, consistent with guidance provided by the ESG Committee and the Board. The ESG team supports efforts to enhance the Company’s ESG disclosures, including those related to climate risks and opportunities.

Strategy – *Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material*

Identified Climate-related Risks and Opportunities

We believe that the long-term sustainability of our Company is paramount to our ability to fulfill the financial promises we make to our policyholders and to create value for our shareholders. To help us plan for the future, Globe Life considers the risks and opportunities associated with the consequences of climate change and how these may impact our business model and strategy over the coming years and decades. In accordance with the recommendations of the TCFD, our assessment of climate risks and opportunities takes into account both the risks related to the physical impacts of climate change and the risks related to the transition to a low-carbon economy.

The Company’s identification and assessment of risks and opportunities will be recurring and may change over time as we evaluate the impact and likelihood of climate-related physical and transitional risks. We have established the following time horizons to help inform our identification of climate risks and opportunities:

<i>Time Horizon</i>	<i>Climate Risks</i>	<i>Climate Opportunities</i>
<p>Short-term: 0-3 years</p>	<ul style="list-style-type: none"> Increased regulatory requirements (e.g. US SEC rulemaking on climate-related risks, the NAIC Climate Risk Survey, NYDFS Climate Risk Guidance) create ongoing operational costs (<i>transition</i>) Risk that institutional investors, collective action by retail investors, employees or other stakeholders may influence changes to a company’s strategy or governance as it relates to the climate. (<i>transition</i>) Acute impacts of climate change such as increased frequency of extreme weather events (drought, wildfires, extreme precipitation, hurricanes, flooding, etc.) may disrupt our business operations. (<i>physical</i>) 	<ul style="list-style-type: none"> Drive increased employee engagement and interest in environmental stewardship both at the workplace and at home through education and training (<i>transition</i>) Continue to improve energy efficiency of facilities through implementation of sustainable best practices (<i>transition</i>) Assess use of public incentives to decarbonize operations (e.g. incentives from the Inflation Reduction Act) (<i>transition</i>)

<p>Medium-term: 3-5 years</p>	<ul style="list-style-type: none"> • Risk of adverse business impact related to stakeholders (particularly potential customers, policyholders, employees and agents) developing a negative view of the company due to a lack of action/establishment of climate-related commitments (<i>transition</i>) • Increased costs to transition to lower-emission energy sources/technology (<i>transition</i>) 	<ul style="list-style-type: none"> • Identify ways to reduce greenhouse gas (GHG) emissions in our supply chain, such as implementation of green technology to reduce downstream emissions (<i>transition</i>) • Establish a science-based target for GHG emission reduction which may include investments in emission reductions (e.g. procuring renewables) and purchasing offsets for remaining residual emissions (<i>transition</i>)
<p>Long-term: 5-20 years</p>	<ul style="list-style-type: none"> • Potential losses or decline in investment values over the long-term in carbon intensive industries (<i>transition</i>) • We may experience adverse impact to mortality/morbidity rates if CO₂ levels continue to increase (<i>physical</i>) 	<ul style="list-style-type: none"> • As carbon-intensive assets in our portfolio mature, allocate capital to investments that align with our strategic risk/return profile and aid in climate change solutions (ex. renewable energy, low-carbon technologies, green infrastructure, etc.) (<i>transition</i>)

Impacts

We have qualitatively assessed how the identified climate-related risks may impact our business strategy and financial planning. Some examples of this impact follow.

- In the short-term, we may be faced with increased regulatory requirements related to climate change. These regulatory requirements could introduce increased ongoing costs for our organization. Our forward-looking financial plans account for the potential increased costs of compliance with these emerging regulations.
- Globe Life has adapted its strategy to include efforts to increase climate-related disclosures and mature our ESG program. Foundational elements include conducting a materiality assessment to identify key ESG issues for the Company, a full GHG inventory for the 2021 reporting year, and alignment of our ESG Report with the Sustainability Accounting Standards Board (SASB) Standard for Insurance. These activities have influenced our awareness and understanding of climate-related impacts.
- We recognize that our stakeholders are increasingly interested in how companies are addressing climate change and that insufficient action may lead to a loss in potential customers, policyholders, employees or agents which may impact our ability to compete. To counter this risk, our ESG strategy leverages the foundational elements mentioned above and includes plans to engage with employees on ESG issues, encourage and foster a culture of transparency, and communicate our progress internally and externally.

- With respect to our investment portfolio, our assessment of climate-related risk over the long-term indicates that climate change and related regulation may affect the prospects of companies and other entities whose securities we hold, or our willingness to continue to hold their securities. Climate change may also influence investor sentiment with respect to the Company and investments in our portfolio. From a strategic perspective, we consider that our prudent approach to investment management, detailed more fully in the remainder of this report, is a mitigating factor with respect to the impacts that climate-related risks may have on our investments.
- At Globe Life, one of our strategic priorities is to provide financial protection-oriented life and supplemental health products designed to offer basic protection that fits within a consumer’s budget. Physical risks from climate change may have an adverse impact on health outcomes potentially increasing claims and impacting the profitability of our products. To the extent that environmental factors impact mortality and morbidity over time, that experience is reflected in our pricing and underwriting assumptions which may be adjusted as necessary to follow the latest climate science and health impact estimations.
- From an operational perspective, our Enterprise Resiliency program (described more fully below) prepares for extreme weather incidents that may disrupt business operations. To limit the impact of these disruptions, we implement site-specific business continuity plans and have local business continuity coordinators to manage incidents at each of our offices.

In the preceding section of this report, we identified opportunities related to climate change. While we do not consider any of those opportunities to have a material financial or strategic impact on our business, we recognize that pursuing climate-related opportunities may yield other substantive positive benefits such as increased talent engagement and retention, shareholder confidence, and operational cost savings over the long-term.

Company Resilience and Climate-related Scenarios

The Company’s traditional credit risk analysis of our portfolio and individual investments is described in the “[Managing Climate-related Risks](#)” section of this report. In addition to this traditional analysis, in 2022, we analyzed the credit risk to our investment portfolio related to the impacts of climate change. We considered three scenarios of the Network for Greening the Financial System (NGFS) to examine the resilience of our investment portfolio over short (0-3 years), medium (3-5 years), and long (5-20 years) time horizons. The specific NGFS scenarios that were explored in this exercise include the following:

<i>NGFS Category</i>	<i>Transition/Physical Risk Factors</i>	<i>Scenario Summary</i>
<i>Orderly</i>	Assume climate policies are introduced early and become gradually more stringent. Both physical and transition risks are relatively subdued.	Below 2°C gradually increases the stringency of climate policies, giving a 67% chance of limiting global warming to below 2°C.

Disorderly	Explore higher transition risk due to policies being delayed or divergent across countries and sectors. For example, carbon prices would have to increase abruptly after a period of delay.	Delayed transition assumes annual emissions do not decrease until 2030. Strong policies are needed to limit warming to below 2°C. CO ₂ removal is limited.
Hot House World	Assume that some climate policies are implemented in some jurisdictions, but globally efforts are insufficient to halt significant global warming. The scenarios result in severe physical risk including irreversible impacts like sea-level rise.	Current Policies assumes that only currently implemented policies are preserved, leading to high physical risks.

The risks that may emerge across the NGFS scenarios include potential losses or decline in values over the long-term to oil and gas-based industries in addition to utility sectors primarily due to transitional impacts. Based on this analysis, climate risk was determined to be within the Company’s risk tolerance over our planning horizon.

In 2022, we partnered with a sustainability consultant to help us identify the physical risks from climate change that may impact our operational locations and downstream leased real estate assets. Together, we assessed physical risk exposures under two Intergovernmental Panel on Climate Change (IPCC) scenarios: SSP2-4.5 and SSP5-8.5, described below:

Middle of the Road: SSP2-4.5 (2.7°C)	Fossil-fueled Development: SSP5-8.5 (>4°C)
Description: Social, economic, and technological trends do not shift significantly from historical patterns, but the intensity of resource and energy use declines	Description: Continued exploitation of fossil fuel resources and the adoption of resource and energy intensive lifestyles around the world
Outcome: Approximately in line with the upper end of combined pledges under the Paris Agreement. The scenario “deviates mildly from a ‘no additional climate-policy’ reference scenario, resulting in a best-estimate warming around 2.7C by the end of the 21st century”.	Outcome: A high reference scenario with no additional climate policy. Emissions as high as SSP5-8.5 are only achieved within the fossil-fueled SSP5 socioeconomic development pathway.

These scenarios were applied using Sust Global, a geospatial data platform, to measure physical risk exposures at six locations that best represent our real estate portfolio.



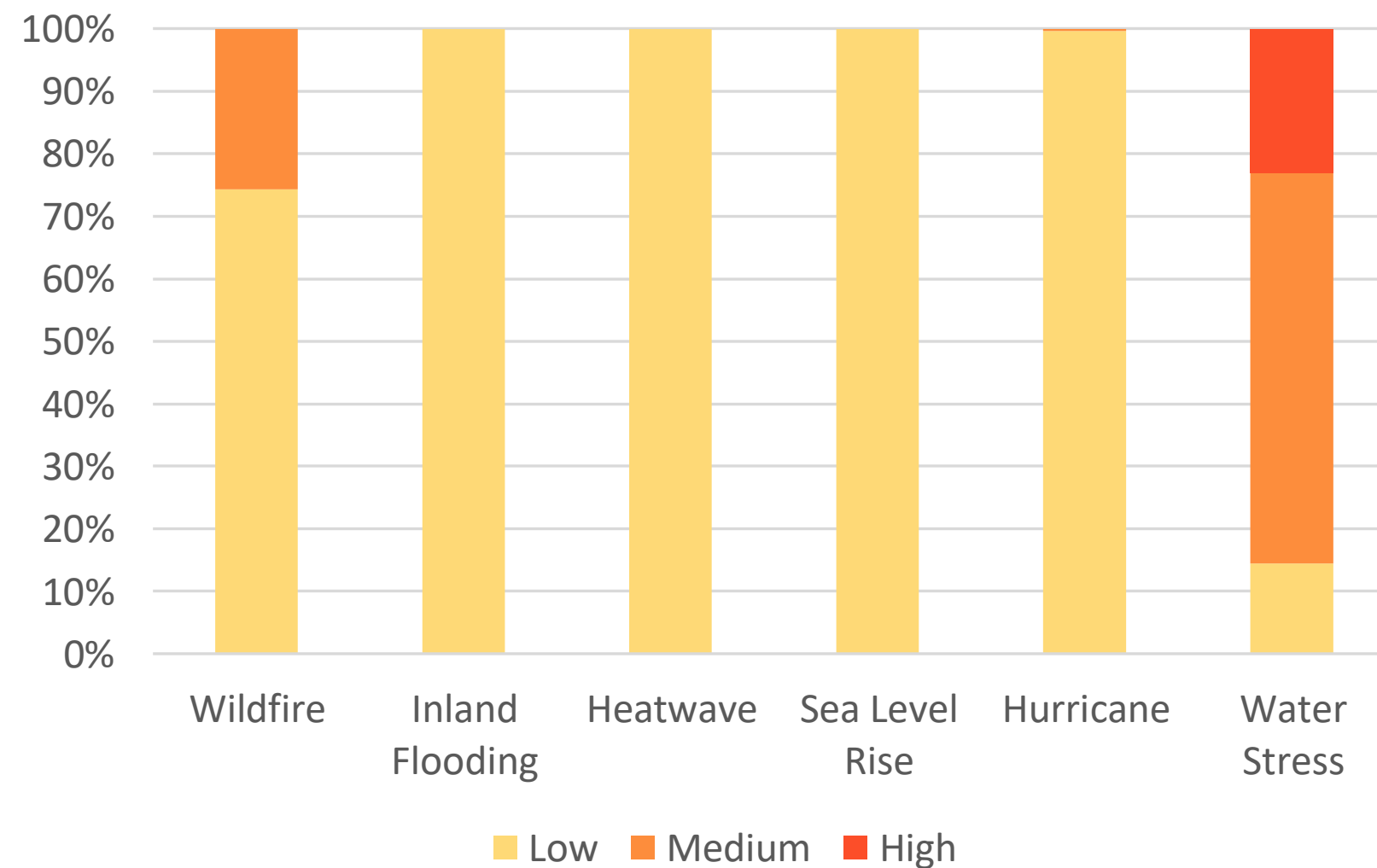
Map to the left represents the six locations assessed and includes six sites in Texas, Ohio, Oklahoma and Alabama.

The physical risk exposures were assessed in alignment with time horizons defined in the [“Identified Climate-related Risks and Opportunities”](#) section of this report and included the following climate hazards: wildfire, inland flooding, heatwaves, sea level rise, hurricanes, and water stress. The six sites were assessed at varying risk exposure levels: low, medium, or high, as described below, which help to inform our strategy and planning.

Projected Risk Exposure Level	Considerations
Low	Monitor: Limited chance of projected exposure but maintain continued observance
Medium	Cautious: Consider investing in climate resilient infrastructure
High	Alert: Consider site relocation or other applicable mitigations

The projected results show that the assessed sites are most exposed to water stress and wildfires under both IPCC scenarios. The other climate hazards present a low to medium projected risk exposure over the time periods assessed.

**SSP2-4.5 (2.7°C) Scenario Across all Time Horizons
Projected Hazard Exposure by Square Footage***



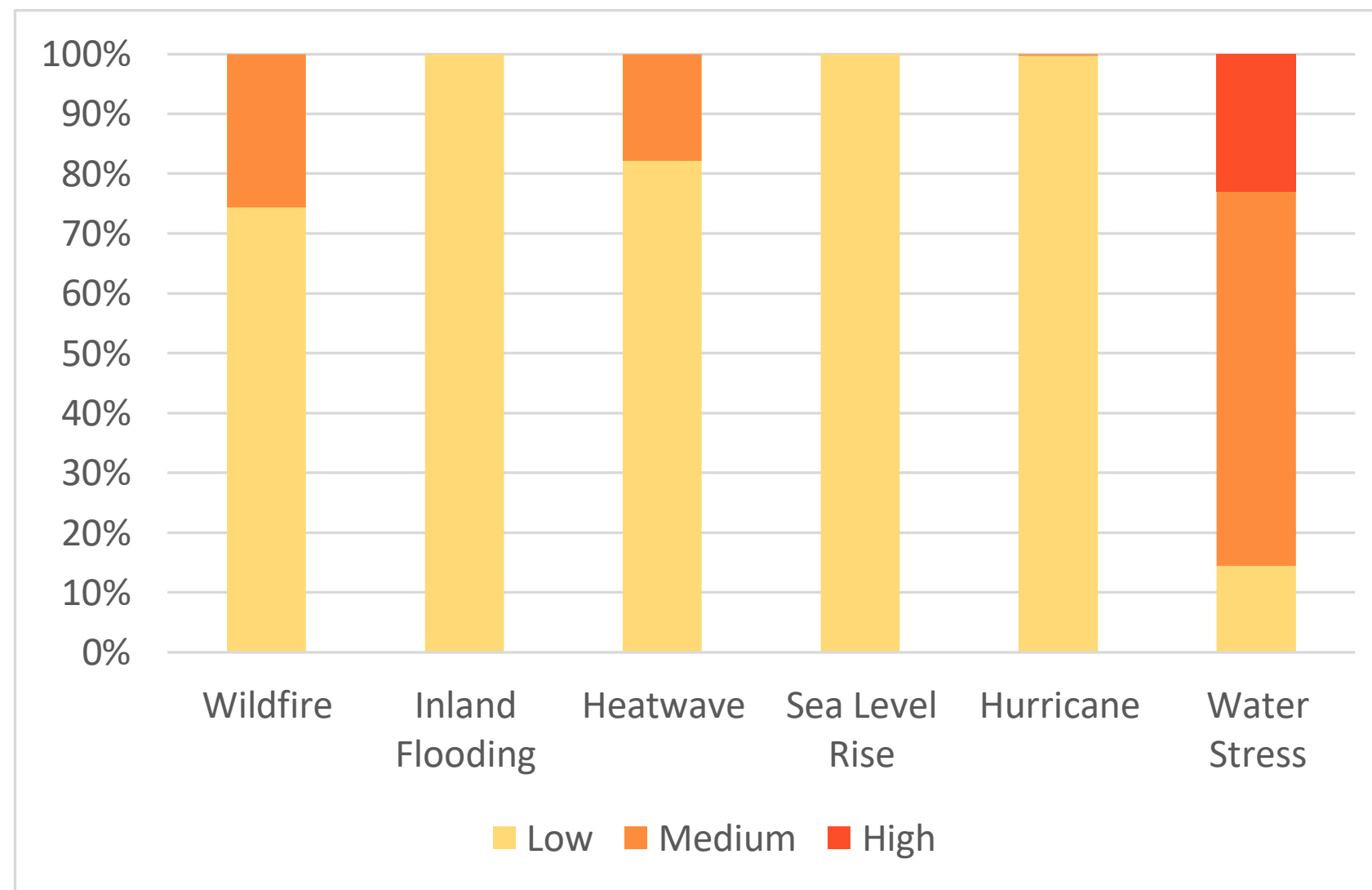
Analysis: Middle-of-the-Road (SSP2-4.5) climate scenario

Under circumstances where society works together to tackle climate challenges and decrease consumption:

- Wildfire: 26% of sites by total square footage may experience medium projected exposure
- Water stress: 23% of sites by total square footage may experience high projected exposure to water stress and 68% of sites by total square footage may experience medium projected exposure

**Notes: Chart is based on the highest risk exposure across all time horizons and square footage correspond to the year of 2021. Results are extrapolated to other Globe Life sites in the same city as assessed sites.*

**SSP5-8.5 (>4°C) Scenario Across all Time Horizons
Projected Hazard Exposure by Square Footage***



Analysis: Fossil Fuel Development (SSP5-8.5) climate scenario

Under circumstances where society continues to rely heavily on fossil fuels and competitive markets:

- Wildfire: 26% of sites by square footage may experience medium projected risk exposure
- Heatwave: 18% of sites by square footage may experience medium projected risk exposure
- Water stress: 23% of sites by total square footage may experience high projected exposure and 68% of sites by total square footage may experience medium projected exposure

**Notes: Chart is based on the highest risk exposure across all time horizons and square footage correspond to the year of 2021. Results are extrapolated to other Globe Life sites in the same city as assessed sites.*

Overall, for the locations assessed, the two IPCC scenarios show similar projected hazard exposures. Between the two scenarios, the difference lies in the time horizon in which these projected hazards might occur and in the probability of occurring. Until the long-term time horizon, there are few variations in projected hazard exposures between the two IPCC scenarios. In both scenarios, water stress is the only hazard that presents

a high projected risk exposure at some of the sites assessed and we do not expect this risk to disrupt or significantly impact our operations. Wildfire and heatwave present a medium projected risk exposure for some of the selected sites. Hurricanes also present a medium projected risk exposure for one site, but the Company's overall exposure to hurricanes is limited to that geographic area and is not considered to be a significant risk based on the Company's diverse real estate portfolio. All sites assessed have low projected risk exposure to sea level rise and inland flooding and the impact from these climate hazards is expected to be minimal for our portfolio.

We believe that this analysis will help us to further refine our business resilience strategy and future planning. Regarding current business continuity practices, we are aware that there is a level of physical risk among our operational locations. Therefore, we have established action plans that offer specific resilience measures. We developed a disaster recovery plan to prevent or reduce the impact of these events. This plan is updated on an annual basis to verify that information is accurate and operations can be continued in a safe and orderly manner.

See "[Managing Climate-related Risks](#)" section of this report for more information about how the Company prepares for disruptions in business operations.

Risk Management - *Disclose how the organization identifies, assesses, and manages climate-related risks*

Identifying and Assessing Climate-related Risks

Globe Life's ERM Department supports the Company's strategic objectives and facilitates the identification, assessment, prioritization, mitigation and reporting of the Company's risks. Climate-related risks are integrated into the Company's ERM framework through consideration of financial, reputational, operational, compliance/legal and customer impacts. The ERM Department also assesses how likely it is for a risk to occur and how quickly Globe Life may experience an impact if a risk occurs, taking into account both inherent and residual risk factors in its assessment. Climate-risk is characterized as a cross-cutting risk with the potential to impact numerous risks across our risk universe.

Annually, we file our Own Risk and Solvency Assessment (ORSA) summary report with applicable insurance regulators for our insurance subsidiaries. Globe Life incorporates the emergence and potential impacts of climate change in our ORSA. As part of our evaluation, the Company conducts annual risk assessments with the aim to identify and mitigate material risks identified by the Company. Our most recent risk assessments incorporated the qualitative impacts from climate change in our evaluation of credit risk, regulatory compliance risk and mortality/morbidity risk. Our process for assessing and managing these specific risks is described in more detail below, along with details regarding our business continuity planning efforts.

Globe Life continues to develop a risk-conscious culture through communication, governance and reporting across multiple levels of the enterprise. The Company maintains a risk liaison network comprised of employees from across the organization who coordinate with management, the ERM

Committee, and/or the ERM Department to contribute to the ERM framework by assisting in the identification, prioritization, assessment, mitigation and reporting of risks. Among this group, discussion and consideration of emerging risks is encouraged. For example, the risk liaison group was involved in a discussion in the second quarter of 2022 regarding emerging regulatory considerations stemming from the transition to a low-carbon economy.

Managing Climate-related Risks

Investments

Globe Life invests to earn a return in order to support our liabilities associated with products sold by Globe Life Inc.'s operating insurance subsidiaries. The Company invests primarily in investment-grade, long-dated fixed maturities which provide the best match for our long-term fixed liability products. These assets have historically provided attractive risk-adjusted, capital-adjusted returns due in large part to our ability to hold securities to maturity regardless of fluctuations in interest rates or equity markets. Since we expect to hold our investments to maturity, we take special care to invest in entities that have the ability to survive multiple economic cycles. Our conservative investment philosophy emphasizes the preservation of capital.

We work to ensure we are being compensated for the risk associated with our investments and to ensure that these risks are within our policy limits. To manage this risk, Globe Life's Investment Management team administers a credit risk management process that includes thorough underwriting at the time of the initial investment decision, fundamental credit analysis on a continual basis and is supplemented by a quantitative analysis at least as frequently as monthly. Risk is mitigated by diversifying across asset classes, sectors, issuers, vintages, ratings, geographies, etc. Risk limits are set and monitored to manage expected credit and market losses and concentration risk across asset classes, sectors and issuers.

In keeping with our conservative investment philosophy, we focus on the long-term sustainability of our investments and strive to understand all risks that may impact our investment returns. We believe ESG factors can impact our investment portfolio performance and are necessary considerations for long-term investing. In determining where to place our investments, we incorporate a robust risk management process in which we carefully evaluate the risks and opportunities inherent in each investment, especially those related to pertinent ESG issues, including climate change. For our fixed maturity investments, we incorporate relevant ESG risk impacts into the credit outlook for issuers in order to develop a complete view of the long-term default and downgrade risk. We rely on the credit ratings provided by the nationally recognized statistical rating organizations (NRSROs) to determine the level of statutory capital to hold for our investments and to determine the portfolio ratings quality used for monitoring compliance with our investment policies. The major NRSROs (Moody's, S&P, and Fitch) include ESG risk in their respective credit rating methodologies. As part of our process, we also monitor the ESG ratings from external providers to understand how such ratings may impact our investments.

Globe Life conducts scenario testing using historical experience and forward-looking analysis when analyzing the risks to our portfolio. See [“Company Resilience and Climate-related Scenarios”](#) section above for details regarding the Company’s consideration of various future outcomes related to our changing climate.

Mortality/Morbidity

From a mortality and morbidity risk perspective, climate change makes conditions more favorable to the spread of infectious diseases, including Lyme disease, water borne illnesses (acute diarrhea, cholera and other communicable diseases) and mosquito-borne diseases such as malaria and dengue fever. Increasing levels of CO₂ in the atmosphere create air pollution that exacerbates respiratory conditions and higher ambient temperatures increase the risk of heat stroke and cardiac arrest. Many of the root causes of climate change also increase the risk of novel viruses. Deforestation, which occurs mostly for agricultural purposes, is the largest cause of habitat loss worldwide. Loss of habitat forces animals to migrate and potentially contact other animals or people and share germs. Large livestock farms can also serve as a source for spillover of infections from animals to people.

The Company is interested in how the impacts from climate change may contribute to increased mortality and morbidity rates. However, from an attribution standpoint there are several challenges inherent in the data currently available. For example, coding on medical claims may not be granular enough to allow for the interconnectedness between climate risks and the medical condition, mortality status or cause of death. In addition, while some techniques may exist to differentiate excess mortality caused by extreme weather from natural volatility, and exacerbated by comorbidities, challenges remain when attempting to attribute mortality or morbidity to a single extreme weather event for a particular area over a defined timeframe. Furthermore, socioeconomic factors in exposure, mitigation and outcome may affect segments of the population differently.

Our current mortality risk assessments involve scenario testing which helps to inform our capital adequacy over a twelve-month period. These scenarios do not reflect increases in mortality from specific causes, but inherently reflect elevated mortality experience which may be related to the impacts of climate change. To date, we have not observed significant impacts to our pricing assumptions or expected mortality experience, but are aware that the impacts of climate change may emerge over time. We will continue to monitor trends in future mortality expectations to ensure that adequate underwriting and pricing adjustments are made to reflect our risk exposure. We also consider the dispersed geographic nature of our insurance policies throughout the U.S. as a mitigating factor as isolated impacts from climate change events would not impact our portfolio universally.

There are many complexities involved in quantifying the impacts of climate change on human life including how the transition to a low-carbon economy unfolds over the coming years and decades. As new data and processes emerge to assess these risks, we intend to continue to refine our assessment.

Regulatory Compliance

Globe Life is subject to regulation by federal and state regulatory agencies. Managing regulatory compliance risk is therefore critical to the Company's ongoing operations. In recent years, regulators have accelerated the creation, monitoring and enforcement of climate risk disclosure standards. In response to this acceleration, we have established an ESG function within the ERM Department that is dedicated to managing this risk and enhancing our public disclosures. We also partner with third-party sustainability consultants and external legal counsel with expertise in climate-related disclosures.

Operations

In terms of operational risk management, Globe Life's Enterprise Resiliency team incorporates climate-related risks into its processes for business continuity planning by focusing on an "all-hazards" approach. The team works with each department regarding four situations: (1) loss of facility, (2) loss of technology, (3) loss of vendor, and (4) loss of people.

The Company has contracted with a third party to provide Mobile Recovery Centers (MRCs) in the event of loss or damage to one of its office buildings. The MRCs are fully equipped with hardware and network access to support continuity of business operations. Globe Life conducts regular resilience exercises to test the viability of the units. In October 2022, the Company invited employees to participate in the exercise and explore an MRC on-site at our headquarters in McKinney, Texas.

We proactively plan mitigation for hazards like severe weather and infectious diseases, which may affect the health and safety of our employees. In order to proactively communicate to employees during these events, the company maintains a mass notification process and a business continuity hotline for updates so that employees can be informed regarding recovery from these events. Globe Life also maintains a robust work-from-home program that allows eligible employees at all of our corporate offices to work from their homes on either a full or part-time basis.

As discussed in the Physical Risk section above, we understand that several of our sites are exposed to medium to high risk of water stress over the time horizons assessed. Therefore, we aim to focus on the reduction of water consumption at our sites as we endeavor to improve the sustainability of our corporate operations. In recent years our water conservation efforts have included the following improvements:

- Our continued landscaping focus at our HQ property in North Texas is to incorporate native or adaptive drought-tolerant trees and shrubs.
- Our HQ sprinkler system operates on a timer and is equipped with an auto-shutoff rain sensor so water is not wasted during wet weather events.
- Approximately 70% of all Globe Life-owned facilities utilize touchless restroom faucet technology. We expect to complete bathroom renovations to utilize touchless restroom faucet technology on the remaining Globe Life-owned facilities over the next two years.
- In 2023, we will look to engage with employees to provide education opportunities around water stewardship and conservation.

Metrics and Targets - *Disclose the metrics and targets used to assess and manage climate-related risks and opportunities*

Metrics Used by the Organization

In order to manage the Company's impact on the environment at the operational level, we measure Scope 1 and 2 GHG emissions and are working to establish processes to gather information and calculate Scope 3 emissions. For the 2021 reporting year, we disclosed estimations for certain Scope 3 emissions, including Categories 1, 4, 6, 7 and 13.¹ The Company also measures electricity consumption, water usage, and waste including proportion recycled and disposed to landfills, as disclosed in the Company's 2021 ESG Report. Investments in carbon intensive sectors have been identified.

Greenhouse Gas (GHG) Emissions for 2021 Reporting Year	Metric Tons CO _{2e}
Scope 1 Emissions	1,166
Scope 2 Emissions (Location-based)	6,381
Scope 2 Emissions (Market-based)	7,441
TOTAL Scope 1 & 2 (Location-based)	7,547
TOTAL Scope 1 & 2 (Market-based)	8,607
<i>Scope 3 Emissions*</i>	
Category 1: Purchased goods and services	22,457
Category 4: Upstream transportation and distribution	11,148
Category 6: Business travel	995
Category 7: Employee commuting (incl. Teleworking)	3,820
Category 13: Downstream Leased Assets	5,707
TOTAL Scope 3 (calculated for Cat 1, 4, 6, 7 and 13)	44,127

* For Scope 3, we have included significant sources of GHG emissions in our value chain, excluding Category 15 (Investments)

¹ These categories are defined by the Greenhouse Gas Protocol 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard' and include: Category 1 (Purchased Goods and Services); Category 4 (Upstream Transportation and Distribution); Category 6 (Business Travel); Category 7 (Employee Commuting); Category 13 (Downstream Leased Assets).

Targets Used by the Organization

The Company has not yet set targets to manage its climate-related risks and opportunities. The compilation of this report has helped the Company to better understand its areas of risk related to climate change. We believe that making informed decisions will allow us to mitigate and adapt to the financial impacts of climate risks and participate in climate-related opportunities arising from the transition to a low-carbon economy. We know climate change is an issue that can only be addressed through collective action. As we continue to assess how climate-related risks and opportunities may impact the Company, we intend to explore setting science-based targets that align with our strategic priorities.

Cautionary Statements

This Report contains certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended. Statements that do not relate strictly to historical or current facts are based on current expectations, estimates, projections, opinions or beliefs of Globe Life Inc., its affiliates, or its subsidiaries (collectively, "Globe Life") as of the date of this Report. Such statements are forward-looking and are usually identified by the use of words such as "seek," "strive," "anticipate," "estimate," "could," "would," "will," "may," "forecast," "approximate," "expect," "project," "intend," "plan," "believe" and other words of similar meaning, or the negative thereof, in connection with any discussion of future operating or financial matters.

We caution readers regarding certain forward-looking statements contained in the foregoing discussion and elsewhere in this document, and in any other statements made by, or on behalf of Globe Life, whether or not in future filings with the Securities and Exchange Commission (SEC). Any statement that is not a historical fact, or that might otherwise be considered an opinion or projection concerning Globe Life or its business, whether express or implied, is meant as and should be considered a forward-looking statement. Such statements represent management's opinions concerning future operations, strategies, financial results or other developments.

Forward-looking statements are based upon estimates and assumptions that are subject to significant business, economic and competitive uncertainties, many of which are beyond our control, including uncertainties related to the impact of the COVID-19 pandemic and associated direct and indirect effects on our business operations, financial results and financial condition. If these estimates or assumptions prove to be incorrect, the actual results of Globe Life may differ materially from the forward-looking statements made on the basis of such estimates or assumptions. Whether or not actual results differ materially from forward-looking statements may depend on numerous foreseeable and unforeseeable events or developments, which may be national in scope, related to the insurance industry generally, or applicable to Globe Life specifically.

Materiality is used within this document to describe issues relating to environmental, social and governance (ESG) strategies that we consider to be of high or medium importance in terms of stakeholder interest. For the purposes of this document, materiality should not, therefore, be read as equating to any use of the word under the securities or other laws of the U.S. or any other jurisdiction, or as used in the documents Globe Life files from time to time with the SEC. No part of this Report should be taken to constitute an invitation or inducement to invest in Globe Life, nor should this Report be relied upon in making investment decisions.

Additionally, terms such as “ESG,” “impact” and “sustainability” can be subjective in nature, and there is no representation or guarantee that these terms will reflect the beliefs, policies, frameworks or preferred practices of any particular investor or other third party or reflect market trends. Any ESG, climate or impact goals, commitments, incentives and initiatives outlined in this Report are, unless explicitly stated otherwise purely voluntary, not binding on our business and/or management and do not constitute a guarantee, promise or commitment regarding actual or potential positive impacts or outcomes. Statistics and metrics contained herein are estimates and may be based on assumptions or developing standards. Globe Life has established, and may in the future establish, certain ESG-related goals, targets, commitments, incentives and initiatives, including but not limited to those relating to greenhouse gas emissions reductions.

Readers are also directed to consider other risks and uncertainties described in other documents on file with the SEC, including Globe Life’s 2021 Form 10-K Annual Report.

Except where specifically noted otherwise, the reporting period for this Report focuses primarily on fiscal year 2021 activities. All references to a year throughout the Report refer to Globe Life’s fiscal years, unless calendar, fiscal, or reporting year is specified. This Report was published on November 29, 2022 and the information in this Report is only as current as the date indicated. Globe Life specifically disclaims any obligation to update or revise the information herein, including any forward-looking statements, because of new information, future developments, or otherwise.

2022 SASB Index

We are providing disclosures aligned with the Sustainability Accounting Standards Board Insurance Industry Standard. This report covers data for the 2022 calendar year.

<i>SASB Activity Metric</i>	<i>Code</i>
Number of policies in force, by segment: (1) property and casualty, (2) life, (3) assumed reinsurance	FN-IN-000.A
Response: As of 12/31/2022, Globe Life had 14,369,499 life insurance policies in force. The break down by product line is:	
Whole Life - 9,195,114	
Term - 4,720,870	
Other - 453,515	

Transparent Information & Fair Advice for Customers

<i>SASB Accounting Metric</i>	<i>Code</i>
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	FN-IN-270a.1
Response: Globe Life discloses all material legal proceedings in accordance with the Securities and Exchange Commission (SEC) requirements. Please see Note 6, Commitments and Contingencies, in Globe's Form 10-K for the year ended December 31, 2022. Losses and/or legal proceedings related to marketing and communications, if any, were immaterial.	
Complaints-to-claims ratio	FN-IN-270a.2
Response: Globe Life does not track claims data in the manner specified for this metric.	

Customer retention rate	FN-IN-270a.3
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Response: We calculate a retention rate based on annualized premium. The percentages below are reflective of a quarterly average for 2022 for our three major life insurance divisions, American Income, Liberty National and Globe Life And Accident. Together, the premiums generated by these three entities comprise **93%** of Globe Life’s in force premium.

First year	88.49%
Renewal year	97.59%
Total	96.35%

Description of approach to informing customers about products	FN-IN-270a.4
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Response: See [Serving our Customers](#) section on pg. 9 of the Company’s 2022 ESG Report

Incorporation of Environmental, Social, and Governance Factors in Investment Management

<i>SASB Accounting Metric</i>	<i>Code</i>
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Total invested assets, by industry and asset class	FN-IN-410a.1
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Response: Globe Life discloses investment information in U.S. dollars by asset type, industry exposures, and credit quality in *Note 4, Investments*, in Globe’s Form 10-K for the year ended December 31, 2022 as well as in the Other Financial Information found on the Investors subsite of the Globe Life Website.

Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment management processes and strategies	FN-IN-410a.2
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Response: See [Investment Management](#) section on p. 42 of the Company’s 2022 ESG Report

Policies Designed to Incentivize Responsible Behavior

<i>SASB Accounting Metric</i>	<i>Code</i>
Net premiums written related to energy efficiency and low carbon technology	FN-IN-410b.1
<i>Response:</i> This topic is not relevant for Globe Life.	
Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors	FN-IN-410b.2
<i>Response:</i> See Our Products section on p. 10 of the Company's 2022 ESG Report	

Environmental Risk Exposure

<i>SASB Accounting Metric</i>	<i>Code</i>
Probable Maximum Loss (PML) of insured products from weather-related natural catastrophe	FN-IN-450a.1
<i>Response:</i> This topic is not relevant for Globe Life.	
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)	FN-IN-450a.2
<i>Response:</i> This topic is not relevant for Globe Life.	
Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	FN-IN-450a.3

Response: For the past sixty years, Globe Life has marketed low-face amount, basic life protection products to families. We view the data accumulated over this timeframe as an instrumental tool that informs our approach to underwriting and pricing. To the extent that environmental factors impact mortality and morbidity over time, that experience is reflected in our pricing assumptions. The diversified nature of our inforce block is also a mitigating factor with respect to environmental risks due to the lack of concentration risk. Our inforce block is comprised of a large number of low face amount policies that are widely-dispersed geographically.

We monitor and evaluate the impact of environmental risks to our business as part of our enterprise risk management process. See the Company's [2021 TCFD Report](#) for more information on how the Company incorporates environmental risks into its strategy and risk management processes.

Systemic Risk Management

SASB Accounting Metric

Code

Exposure to derivative instruments by category: (1) total potential exposure to non-centrally cleared derivatives, (2) total fair value of acceptable collateral posted with the Central Clearinghouse, and (3) total potential exposure to centrally cleared derivatives

FN-IN-550a.1

Response: Globe Life does not have exposure to derivative instruments.

Total fair value of securities lending collateral assets

FN-IN-550a.2

Response: Globe Life does not participate in securities lending transactions.

Description of approach to managing capital and liquidity-related risks associated with systemic non-insurance activities

FN-IN-550a.3

Response: Our products are not sensitive to movements in interest rates and we hold excess capital and liquidity at the holding company for unexpected events or liquidity needs. We have no exposure to systemic non-insurance activities such as repo, securities lending, or derivative contracts. The risks for which a potential capital or liquidity impact could be determined are identified and various stress scenarios are tested to model potential impacts to liquidity and capital. Our liquidity is primarily derived from multiple sources including positive cash flow from operations, a portfolio of marketable securities, a revolving credit facility, commercial paper and membership in the Federal Home Loan Bank. For additional information regarding the Company's capital and liquidity management related to its insurance activities, see the *Financial Condition* section of the *Management's Discussion and Analysis* in the Company's Form 10-K.



Globe Life Inc. ESG Data Summary

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

		2022	2021	2020
ECONOMIC HIGHLIGHTS				
Financial Performance	Total Revenues (\$ in thousands)	\$ 5,214,906	\$ 5,112,869	\$ 4,737,921
	Net Income (\$ in thousands)	\$ 739,704	\$ 744,959	\$ 731,773
	Diluted Net Income Per Share	\$ 7.47	\$ 7.22	\$ 6.82
	Dividends Declared Per Share	\$ 0.83	\$ 0.79	\$ 0.75
	Total Assets (\$ in thousands)	\$ 25,537,159	\$ 29,768,048	\$ 29,046,731
	Net Operating Income (\$ in thousands)	\$ 806,345	\$ 707,497	\$ 737,592
	Net Investment Income (\$ in thousands)	\$ 987,499	\$ 952,447	\$ 927,062
Life Insurance	<i>Number of Policies in Force</i>			
	Whole Life -Traditional	9,011,227	8,963,774	8,717,785
	Whole Life - Interest Sensitive ¹	183,887	191,536	199,975
	Term	4,720,870	4,731,044	4,526,172
	Other	453,515	432,372	408,859
	Total Number of Policies in Force	14,369,499	14,318,726	13,852,791
	Average Face Amount (\$ in thousands)	\$ 15.6	\$ 15.3	\$ 14.9
	Life Insurance in Force (\$ in thousands)	\$ 223,608,548	\$ 219,073,057	\$ 205,777,167
Supplemental Health	<i>Annualized Premium in Force</i>			
	Limited Benefit Plans (\$ in thousands)	\$ 735,858	\$ 700,767	\$ 617,759
	Medicare Supplement (\$ in thousands)	\$ 591,996	\$ 585,311	\$ 575,603
ENVIRONMENTAL				
GHG Emissions (Metric tons CO2E)²	Scope 1 Emissions	1,237	1,166	
	Scope 2 Emissions (Location-based)	6,427	6,381	5,309
	Scope 2 Emissions (Market-based)	7,249	7,441	
	TOTAL Scope 1 & 2 (Location-based)	7,664	7,547	
	TOTAL Scope 1 & 2 (Market-based)	8,485	8,607	
	<i>Scope 3 Emissions</i>			
	Category 1: Purchased goods and services	22,122	22,457	
	Category 4: Upstream transportation and distribution	10,394	11,148	
	Category 6: Business travel	2,859	995	427
	Category 7: Employee commuting (incl. Teleworking)	4,699	3,820	
	Category 13: Downstream Leased Assets	4,605	5,707	
TOTAL Scope 3 (calculated for Cat 1, 4, 6, 7 and 13)	44,680	44,127		
Electricity³	Total Electricity Consumption (MWh)	16,067	16,376	14,195
Water	Total Water Usage (million cubic meters)	0.1068532	0.0768692	0.0683380
Waste (Metric tons)	Total Waste Recycled/Reused	1,313	1,880	1,808
	Total Waste Disposed	114	124	87

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

2. In 2021, we improved our processes to gather GHG data; we intend to use 2021 as a baseline year. Prior year data has been included if available. For Scope 3, we have included significant sources of GHG emissions in our value chain, excluding Category 15 (Investments).

3. 2022 and 2021 electricity consumption figure includes data from Globe Life's leased sites.

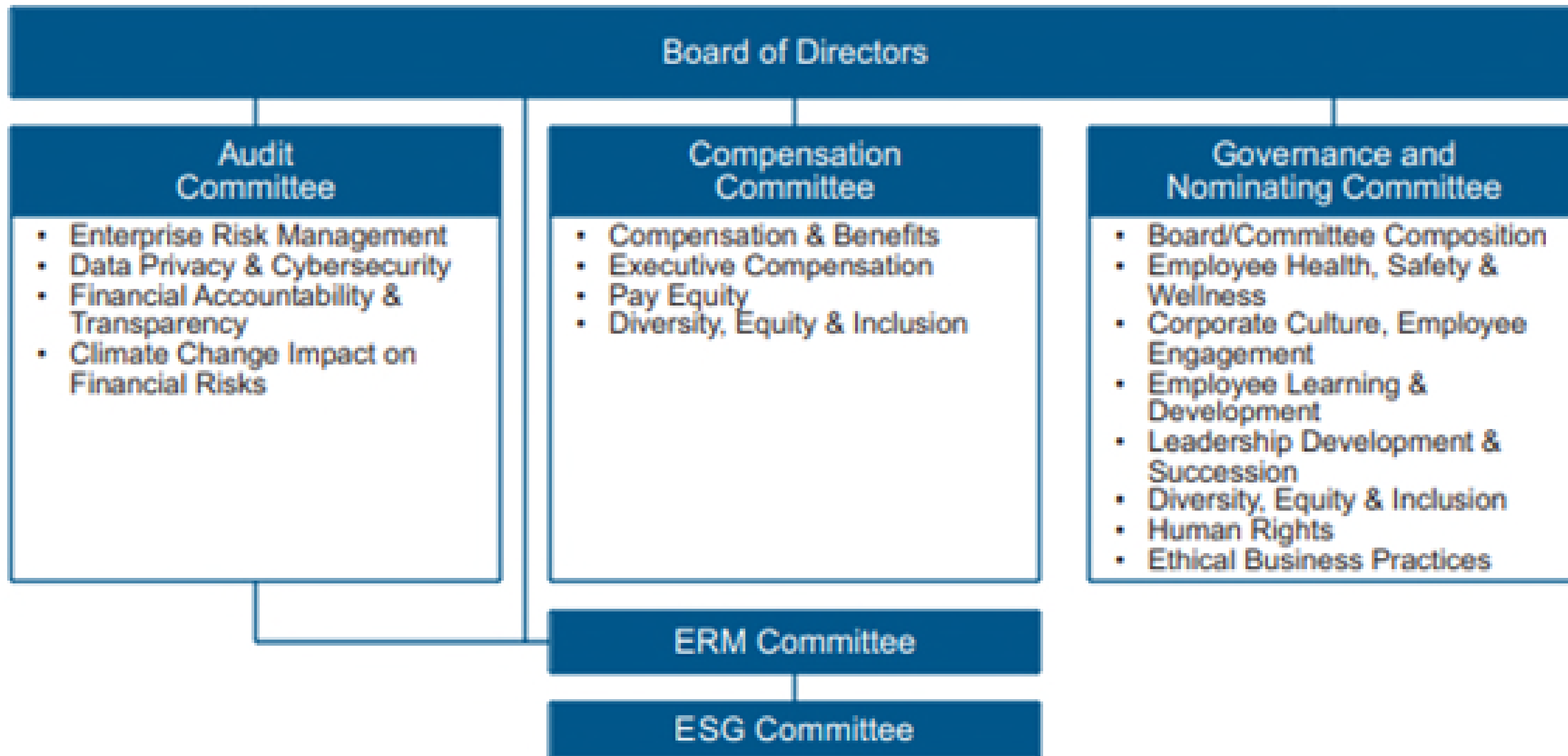
		2022	2021	2020
SOCIAL				
Workforce Data	Total Headcount	3,543	3222	3261
	<i>Gender</i>			
	Female	68%	66%	67%
	Male	32%	34%	33%
	<i>Generations</i>			
	Traditionalist (1945 & before)	-	-	-
	Baby Boomer (1946-1964)	18%	20%	23%
	Generation X (1965-1977)	30%	31%	31%
	Generation Y/Millennials (1978-1995)	43%	41%	41%
	Generation Z (1996-present)	9%	8%	5%
	<i>Race/Ethnicity</i>			
	Black or African American	22%	21%	21%
	Hispanic or Latino	13%	12%	11%
	Asian	9%	9%	9%
	American Indian or Alaskan Native	1%	1%	1%
	Native Hawaiian or Pacific Islander	-	-	-
	Two or more races	1%	1%	5%
	White	54%	56%	53%
	Not Specified	-	-	5%
	Women in Leadership Roles	57%	42%	40%
People of Color in Leadership Roles	22%	21%	20%	
Sales Force Data	Number of Exclusive Producing Agents	13,726	13,376	13,897
	<i>Gender</i>			
	Female	49%	50%	50%
	Male	51%	50%	50%
GOVERNANCE				
Board Composition & Independence	Total Directors	12	13	11
	Percent Independent Directors	83%	85%	82%
	Board Average Age	65.5	65.2	65.2
	Retirement Age and Tenure Policy (yes/no)	yes	yes	yes
	Average Director Tenure	8.5	8.3	8.8
	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	42%	38%	45%
	Percent of Independent Directors Who are Women	50%	45%	56%
	Number of Directors with Racial/Ethnic Diversity	2	2	2
	Percent of Directors with Racial/Ethnic Diversity	17%	15%	18%
Board & Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	25	22	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	yes	no
	Poison Pill (yes/no)	no	no	no

		2022	2021	2020
GOVERNANCE Cont.				
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"/>		Links to our corporate governance policies can be found in the Corporate Governance section of our Investors page at: https://investors.globelifeinsurance.com
Human Rights & Ethics	Code of Business Conduct and Ethics	<input checked="" type="checkbox"/>		
	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"/>		

ESG Key Topics Definition List

Category	ESG Topic	Definition
Environmental	Energy & Emissions	Seeking to track and reduce activities that directly or indirectly result in the consumption of energy and release of greenhouse gases that contribute to climate change.
	Responsible Investments	Following a strategy and practice to incorporate environmental (e.g., investments that protect biodiversity and prevent deforestation), social (e.g., investments that support fair labor practices and minority-owned businesses) and governance (e.g., implementing processes for evaluating ESG criteria for investments) factors in investment decisions and active ownership.
Social	Accessible & Equitable Information	Providing current and future customers with access to transparent and accurate information about Globe Life's products / services.
	Diversity, Equity, & Inclusion	Recognizing the value of diverse voices, fairness, and inclusivity and allowing Globe Life to support representation and participation of diverse groups of team members.
	ESG Responsible Products & Services	Incorporating Environmental, Social, and Governance considerations when developing, creating, and offering new and existing products and services.
	Financial Inclusion for Customers & Communities	Offering products, services, and / or investments in Globe Life's customers and communities to encourage financial stability and opportunity.
	Talent Engagement, Attraction & Retention	Having processes and practices for attracting and retaining talent, training and career progression, and employee engagement and development.
Governance	Compliance, Ethics, & Integrity	Seeking to ensure proper guidelines for the conduct of Globe Life and its employees / workers and ensuring all business operations and relationships are conducted in a compliant and ethical manner.
	Data Privacy & Cybersecurity	Protecting the privacy of Globe Life's customers and workforce as well as the operations of Globe Life's cybersecurity systems.
	ESG & Climate Risk Management	Managing ESG & climate related risks that exist within Globe Life and its operations.
	Sustainable Vendor Management	Implementing a vendor diversity policy and procedures to support fair, ethical, and responsible sourcing of products and services while demonstrating stewardship to the communities we serve.
	Transparent ESG Reporting & Disclosure	Committing to reporting and disclosing against industry standardized sustainability frameworks across Environmental, Social, and Governance considerations.

ESG Reporting Structure to Globe Life Inc. Board of Directors



Disclaimer

This Report contains certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended. Statements that do not relate strictly to historical or current facts are based on current expectations, estimates, projections, opinions or beliefs of Globe Life Inc., its affiliates, or its subsidiaries (collectively, "Globe Life") as of the date of this Report. Such statements are forward-looking and are usually identified by the use of words such as "seek," "strive," "anticipate," "estimate," "could," "would," "will," "may," "forecast," "approximate," "expect," "project," "intend," "plan," "believe" and other words of similar meaning, or the negative thereof, in connection with any discussion of future operating or financial matters.

We caution readers regarding certain forward-looking statements contained in the foregoing discussion and elsewhere in this document, and in any other statements made by, or on behalf of Globe Life, whether or not in future filings with the Securities and Exchange Commission (SEC). Any statement that is not a historical fact, or that might otherwise be considered an opinion or projection concerning Globe Life or its business, whether express or implied, is meant as and should be considered a forward-looking statement. Such statements represent management's opinions concerning future operations, strategies, financial results or other developments.

Forward-looking statements are based upon estimates and assumptions that are subject to significant business, economic and competitive uncertainties, many of which are beyond our control, including uncertainties related to the impact of the COVID-19 pandemic and associated direct and indirect effects on our business operations, financial results and financial condition. If these estimates or assumptions prove

to be incorrect, the actual results of Globe Life may differ materially from the forward-looking statements made on the basis of such estimates or assumptions. Whether or not actual results differ materially from forward-looking statements may depend on numerous foreseeable and unforeseeable events or developments, which may be national in scope, related to the insurance industry generally, or applicable to Globe Life specifically.

Materiality is used within this document to describe issues relating to environmental, social and governance (ESG) strategies that we consider to be of high or medium importance in terms of stakeholder interest. For the purposes of this document, materiality should not, therefore, be read as equating to any use of the word under the securities or other laws of the U.S. or any other jurisdiction, or as used in the documents Globe Life files from time to time with the SEC. No part of this Report should be taken to constitute an invitation or inducement to invest in Globe Life, nor should this Report be relied upon in making investment decisions.

Additionally, terms such as "ESG," "impact" and "sustainability" can be subjective in nature, and there is no representation or guarantee that these terms will reflect the beliefs, policies, frameworks or preferred practices of any particular investor or other third party or reflect market trends. Any ESG, climate or impact goals, commitments, incentives and initiatives outlined in this Report are, unless explicitly stated otherwise purely voluntary, not binding on our business and/or management and do not constitute a guarantee, promise or commitment regarding actual or potential positive impacts or outcomes. Statistics and metrics contained herein are estimates and may be based on assumptions or developing standards; as such, actual statistics and metrics may differ from those included herein. Globe Life has established, and may in the future

establish, certain ESG-related goals, targets, commitments, incentives and initiatives, including but not limited to those relating to greenhouse gas emissions reductions.

There can be no assurance that Globe Life's ESG-related policies and procedures as described in this report will continue; such policies and procedures could change, even materially. Globe Life is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its ESG goals, initiatives, policies, and procedures based on cost, timing, or other considerations. ESG factors are only some of the many factors Globe Life may consider in making an investment, and there is no guarantee that Globe Life will make investments in companies that create positive ESG impact or that consideration of ESG factors will enhance long-term value and financial returns. In addition, the act of selecting and evaluating material ESG factors is subjective by nature, and there is no guarantee that the criteria utilized or judgment exercised by Globe Life will reflect the beliefs or values, internal policies or preferred practices of investors, other asset managers or with market trends. There can be no assurance that the operations and/or processes of Globe Life as described herein will continue, and such processes and operations may change, even materially. The actual investment process used for any or all of Globe Life's investments may differ materially from the process described herein.

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or liability therefor. Actual results may differ materially from any forward-looking statements.

Readers are also directed to consider other risks and uncertainties described in other documents on file with the SEC, including Globe Life's 2022 Form 10-K Annual Report.

Except where specifically noted otherwise, the reporting period for this Report focuses primarily on fiscal year 2022 activities. All references to a year throughout the Report refer to Globe Life's fiscal years, unless calendar, fiscal, or reporting year is specified. This Report was published on March 16, 2023 and the information in this Report is only as current as the date indicated. Globe Life specifically disclaims any obligation to update or revise the information herein, including any forward-looking statements, because of new information, future developments, or otherwise.

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