



# Task Force on Climate-related Financial Disclosures Report **2024**



## 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 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 2023 and 2024 calendar and fiscal years, and also shares actions taken by the Company in 2025, as noted throughout the report.

## **Governance** - *Disclose the organization's governance around climate-related risks and opportunities*

### **Board Oversight**

Globe Life believes 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. 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 engages with management on climate-related issues, as necessary and appropriate, with respect to climate-related challenges and opportunities identified by management.

The Company's independent Lead Director earned the Climate Leadership Certificate from Diligent Corporation, which is an asset in facilitating conversations at the Board level to address climate-related issues.

### **Management's Role**

The Company has a Sustainability Committee, a sub-committee of the Enterprise Risk Management (ERM) Committee, comprised of a cross-functional group of key leaders and internal subject matter experts. The Sustainability Committee typically meets quarterly and reports on 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.

The Company has a formal sustainability function (the "Sustainability team") within the Compliance and Risk Department, in support of its ongoing commitment to embed Environmental, Social and Governance (ESG) considerations into business decision-making and risk management processes, where appropriate. The Sustainability team is responsible for helping to facilitate the Company's sustainability strategy and initiatives, consistent with guidance provided by the Sustainability Committee and the Board. The Sustainability team supports efforts to enhance the Company's sustainability 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*

### **Headquarters Relocation Initiative**

In early 2025, the Company announced its strategic decision to relocate its headquarters operations within McKinney, Texas, to a recently constructed facility completed in 2022. We believe this relocation aligns with the Company's commitment to environmental stewardship and operational efficiency.

For example, the facility's LEED Silver certification reflects environmental responsibility and resource efficiency in building design and operations. Additionally, the property achieved a two-star Fitwel rating in 2022, recognizing health and wellness design standards that support occupant well-being. Renewal of this rating is planned for 2025. The modern building systems are specifically designed to optimize energy performance and operational effectiveness.

From a climate perspective, this relocation is anticipated to reduce Globe Life's Scope 1 and 2 greenhouse gas emissions, through enhanced energy efficiency systems. We also expect the move will generate long-term operational cost savings from improved building performance while providing an enhanced employee workspace that supports organizational resilience and well-being.

The headquarters relocation is scheduled to commence in the fourth quarter of 2025, and we view it as representing a tangible step in the Company's efforts to reduce its environmental footprint while maintaining operational excellence.

### **Identified Climate-related Risks and Opportunities**

We believe that the long-term viability 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.

In the second quarter of 2025, Globe Life conducted climate risk scenario workshops to examine how various climate scenarios may affect the Company's strategy, risk management, and business model over the long term.

The workshops engaged a cross-functional team in discussions facilitated by an independent third-party advisor. These sessions were structured to evaluate Globe Life's operational landscape through the lens of two distinct climate scenarios projected to the year 2100.

The analysis utilized RCP (Representative Concentration Pathway) and SSP (Shared Socioeconomic Pathway) scenarios, developed by the Intergovernmental Panel on Climate Change (IPCC), to represent two different climate scenarios:

- SSP1-1.9 - Low Emissions Scenario: This scenario assumes global surface temperature warming is limited to 1.5°C, focusing on transition risks associated with the shift to a low-carbon economy. Key considerations included increased climate regulation, policy changes, and market shifts toward sustainable practices.
- SSP3-7.0 - High Emissions Scenario: This scenario models global surface temperature warming of 4-5°C, emphasizing physical climate risks from operating in a world with significant climate mitigation challenges. Primary focus areas included extreme weather events, sea level rise, and other physical climate impacts.

Workshop participants engaged with questions designed to evaluate our preparedness and identify strategic opportunities, such as:

- How do the Company's current strategy, policies, and capabilities prepare it for the future described in each scenario?
- What strategic initiatives could the Company implement to best take advantage of the opportunities to mitigate identified risks?

This assessment enabled the Company to re-examine climate-related risks and opportunities, providing valuable insights as we continue to evaluate the potential impact that climate change may have on our business.

Time Horizon	Climate Risks	Climate Opportunities
<p><b>Short-term:</b> <b>0-3 years</b></p>	<ul style="list-style-type: none"> <li>Increased regulatory requirements related to California's Climate Corporate Data Accountability Act (SB 253) and evolving state-level climate disclosure requirements (<i>transition</i>).</li> <li>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, including possible supply chain interruptions. (<i>physical</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Drive increased employee engagement and interest in environmental stewardship both at the workplace and at home through education and training (<i>transition</i>)</li> <li>Focus on resource efficiency of facilities through implementation of sustainable best practices (<i>transition</i>)</li> <li>Consider opportunities to decarbonize operations at Company-owned facilities (<i>transition</i>)</li> </ul>
<p><b>Medium-term:</b> <b>3-5 years</b></p>	<ul style="list-style-type: none"> <li>Risk of adverse business impact related prospective employees developing a negative view of the Company due to a lack of action/ establishment of climate-related commitments (<i>transition</i>)</li> <li>Inability to procure lower-emission energy sources due to policy shifts (<i>transition</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Explore ways to reduce greenhouse gas (GHG) emissions and climate-related risks in our supply chain (<i>transition</i>)</li> <li>Develop a decarbonization roadmap to support future target setting, as appropriate, and operational efficiencies (<i>transition</i>)</li> </ul>
<p><b>Long-term:</b> <b>5-20 years</b></p>	<ul style="list-style-type: none"> <li>Potential losses or decline in investment values over the long-term in carbon intensive industries (<i>transition</i>)</li> <li>We may experience increased frequency of claims related to adverse impact to mortality/morbidity rates if greenhouse gas emission levels continue to increase (<i>physical</i>)</li> <li>Increased regulatory requirements and growing demand for transparency from investors, shareholders, customers, and employees (<i>transition</i>)</li> </ul>	<ul style="list-style-type: none"> <li>As carbon-intensive assets in our portfolio mature, strategically allocate capital to investments that align with our risk/return profile, which may include investments related to climate change solutions (e.g., renewable energy, low-carbon technologies, green infrastructure, etc.) (<i>transition</i>)</li> <li>Evolve risk management practices and pricing capabilities to incorporate climate data, health trends, and geographic factors to create more accurate risk profiles, enhancing the Company's ability to continue to offer competitively-priced products to our customers (<i>transition</i>)</li> <li>Build scalable processes to proactively address evolving climate disclosure regulatory requirements and expectations, enabling the Company to remain agile and adaptable (<i>transition</i>)</li> <li>Consider the relevance of establishing a science-based target for GHG emission reduction (<i>transition</i>)</li> </ul>

## Impacts

Globe Life has adapted its strategy to include efforts to increase climate-related disclosures and mature the Company's Sustainability program. Foundational elements include conducting a materiality assessment to identify key ESG issues for the Company, a full GHG inventory for the 2023 and 2024 reporting years, and substantial alignment of our Sustainability Report with the Sustainability Accounting Standards Board (SASB) Standard for Insurance.

These activities have influenced our awareness and understanding of climate-related 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.

- We recognize that employees are increasingly interested in how companies are addressing climate change - and falling short in this area may impact talent retention and employee engagement, as well as engagement with certain stakeholders. To help mitigate this risk, our Sustainability strategy places a strong emphasis on employee engagement, including initiatives to involve employees in sustainability efforts, encourage and foster a culture of transparency, and regularly communicate our progress across the organization.
- 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 regarding 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 Resilience 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 have not yet fully determined the financial or strategic materiality of these opportunities, we recognize their potential to deliver 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

### Physical Climate Risk Assessment

In previous TCFD Reports, the Company disclosed results from a comprehensive physical risk assessment conducted in 2022, which evaluated potential climate change impacts on key operational locations under two Intergovernmental Panel on Climate Change (IPCC) scenarios: SSP2-4.5 (2.7°C warming) and SSP5-8.5 (>4°C warming). The following climate hazards were assessed: wildfire, inland flooding, heatwaves, sea level rise, hurricanes, and water stress. In 2025, we refreshed this assessment by reviewing publicly available climate risk data and found no material changes to our risk profile, which we believe supports the validity of our original findings. As part of our 2025 data refresh, tornado risk was also assessed using FEMA's National Risk Index, which is based on over 50 years of historic data.

Following is a summary of assessment locations, risk exposure levels, and key results.



*Six locations were selected to best represent the Company's real estate portfolio, including sites in Texas, Ohio, Oklahoma and Alabama.*

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

### Key Assessment Results (20-Year Time Horizon):

#### High Risk Exposure:

- **Water Stress:** Identified as the only hazard in the assessment presenting high projected risk exposure at certain assessed sites under both climate scenarios. Our operations are not water-intensive, and we do not rely on water for core business functions. Our water use is primarily limited to domestic purposes, building cooling, and landscaping irrigation. As such, we do not anticipate this risk will disrupt or materially impact our operations. We aim to continue to monitor local water risk and implement efficiency measures where appropriate.

#### Medium Risk Exposure:

- **Wildfire and Heatwave:** Present medium projected risk exposure for select sites.
- **Hurricanes:** Present medium projected risk exposure for one site; however, our overall hurricane exposure remains limited to that specific geographic area and is not considered significant given our diversified real estate portfolio.
- **Tornadoes:** Present medium projected risk exposure for our real estate portfolio.

#### Low Risk Exposure:

- **Sea Level Rise and Inland Flooding:** All assessed sites demonstrate low projected risk exposure, with minimal expected impact on our portfolio.

#### Risk Management and Resilience Measures:

This assessment provides important insights regarding physical risk exposure across our operational locations and will be updated on an as-needed basis to help ensure continued accuracy. The Company has implemented action plans featuring specific resilience measures, including a

disaster recovery plan designed to prevent or mitigate the impact of climate-related events. We strive to update this plan annually to help ensure business continuity and the safety of our operations in the event of a disaster.

The Company remains committed to monitoring evolving climate risks and adapting our risk management strategies accordingly to protect our operations, employees, and investors.

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 in line with sound underwriting and actuarial principles.

Climate-related risks are integrated into the Company's ERM framework through consideration of financial, reputational, operational, compliance/legal and customer impacts. In 2024, the Sustainability team actively participated in core risk assessments with risk owners as part of this integration process. 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 several 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. See more information on climate-related risk factors in our 2024 10-K.

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 the Company's ORSA. As part of the ERM 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 which is 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.

## **Managing Climate-related Risks**

### ***Investments***

Globe Life invests to earn a return in order 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 that 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 credit 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 being compensated for the risk associated with our investments and that these risks are within our investment 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 and fundamental credit analysis on a continual basis, supplemented by 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 and in line with sound underwriting and actuarial principles, 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. We carefully evaluate the risks and opportunities inherent in each investment, including those related to pertinent ESG issues that may impact the value of an investment, consistent with, and subject to, our fiduciary duty and applicable laws and regulations. For our fixed-maturity investments, we aim to capture relevant ESG risks impacts as part of the credit outlook for issuers to develop a more complete view of the long-term default and downgrade risk for each issuer. We use 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 the portfolio ratings quality used for monitoring compliance with our investment policies. The major NRSROs (Moody's, S&P, and Fitch) include relevant ESG-related risks 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.

### ***Mortality/Morbidity***

From a mortality and morbidity risk perspective, climate change makes conditions more favorable to the spread of infectious diseases, including Lyme disease, waterborne illnesses (acute diarrhea, cholera and other communicable diseases) and mosquito-borne diseases such as malaria

and dengue fever. Increasing levels of greenhouse gases 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. The Sustainability team remains dedicated to managing climate risk and aligning our public disclosures with emerging compliance requirements. The team partners with the Compliance team, 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 Resilience 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 any 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. The Company periodically invites employees to participate in resilience exercises and to explore an MRC. On-site MRC exercises were held at our Waco, Texas and Oklahoma City, Oklahoma facilities in 2023 and 2024, respectively, and at our headquarters in McKinney, Texas in 2025.

We 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 work-from-home program that allows eligible employees at all our corporate offices to work from their homes on either a full- or part-time basis.

## 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 2023 and 2024 reporting years, we disclosed estimations for certain Scope 3 emissions, calculated in alignment with Greenhouse Gas Protocol guidelines, including Categories 1, 4, 6, 7 and 13.<sup>1</sup> The Company also measures electricity consumption, water usage, and waste, including the proportion recycled and disposed in landfills, as disclosed in the Company's 2024 Sustainability Report. Investments in carbon-intensive sectors have been identified.

Greenhouse Gas (GHG) Emissions in Metric Tons CO <sub>2e</sub>		
	2024	2023
Scope 1 Emissions	1,459	1,553
Scope 2 Emissions (Location-based)	5,322	5,392
Scope 2 Emissions (Market-based)	5,348	5,665
<b>TOTAL Scope 1 &amp; 2 (Location-based)</b>	<b>6,780</b>	<b>6,945</b>
<b>TOTAL Scope 1 &amp; 2 (Market-based)</b>	<b>6,806</b>	<b>7,218</b>
Scope 3 Emissions*		
Category 1: Purchased goods and services	17,985	19,019
Category 4: Upstream transportation and distribution	9,351	9,081
Category 6: Business travel	2,718	2,852
Category 7: Employee commuting (incl. Teleworking)	3,831	6,334
Category 13: Downstream Leased Assets	4,266	4,497
<b>TOTAL Scope 3 (calculated for Cat 1, 4, 6, 7, and 13)</b>	<b>38,151</b>	<b>41,782</b>

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

<sup>1</sup> 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. Ongoing reporting in alignment with the TCFD framework continues to inform the Company's understanding of climate risks. 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 are committed to learning more about ways to reduce our impact on the environment.

## 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 recent 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 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 views, 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. There can be no assurance that the goals, commitments, incentives, or initiatives as described herein will continue, and they 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.

Readers are also directed to consider other risks and uncertainties described in other documents on file with the SEC, including Globe Life's 2024 10-K.

Except where specifically noted otherwise, the reporting period for this Report focuses primarily on fiscal year 2024 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 August 27, 2025, 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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