

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

		2021	2020	2019
ECONOMIC HIGHLIGHTS				
Financial Performance	Total Revenues (\$ in thousands)	\$ 5,112,869	\$ 4,737,921	\$ 4,527,532
	Net Income (\$ in thousands)	\$ 744,959	\$ 731,773	\$ 760,790
	Diluted Net Income Per Share	\$ 7.22	\$ 6.82	\$ 6.83
	Dividends Declared Per Share	\$ 0.79	\$ 0.75	\$ 0.69
	Total Assets (\$ in thousands)	\$ 29,768,048	\$ 29,046,731	\$ 25,977,460
	Net Operating Income (\$ in thousands)	\$ 707,497	\$ 737,592	\$ 752,102
	Net Investment Income (\$ in thousands)	\$ 952,477	\$ 927,062	\$ 910,459
Life Insurance	<i>Number of Policies in Force</i>			
	Whole Life -Traditional	8,963,774	8,717,785	8,477,406
	Whole Life - Interest Sensitive ¹	191,536	199,975	208,822
	Term	4,731,044	4,526,172	4,313,709
	Other	432,372	408,859	399,365
	Total Number of Policies in Force	14,318,726	13,852,791	13,399,302
	Average Face Amount (\$ in thousands)	\$ 15.3	\$ 14.9	\$ 14.5
	Life Insurance in Force (\$ in thousands)	\$ 219,073,057	\$ 205,777,167	\$ 193,346,916
Supplemental Health	<i>Annualized Premium in Force</i>			
	Limited Benefit Plans (\$ in thousands)	\$ 700,767	\$ 617,759	\$ 581,056
	Medicare Supplement (\$ in thousands)	\$ 585,311	\$ 575,603	\$ 557,982
ENVIRONMENTAL				
Climate	TCFD Disclosure (<i>note: Globe Life intends to align with TCFD recommendations and expects to make significant progress towards alignment in 2022 .</i>)	no	no	no
GHG Emissions (Metric tons CO2E)²	Scope 1 Emissions	1,166		
	Scope 2 Emissions (Location-based)	6,381	5,309	6,904
	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	427	1,439
	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			
Electricity³	Total Electricity Consumption (MWh)	16,376	14,195	14,682
Water	Total Water Usage (million cubic meters)	0.0768692	0.0683380	0.0843473
Waste (Metric tons)	Total Waste Recycled/Reused	1,880	1,808	1,363
	Total Waste Disposed	124	87	110

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

		2021	2020	2019
SOCIAL				
Workforce Data ⁴	Total Headcount	3222	3261	3196
	<i>Gender</i>			
	Female	66%	67%	66%
	Male	34%	33%	34%
	<i>Generations</i>			
	Traditionalist (1945 & before)	-	-	-
	Baby Boomer (1946-1964)	20%	23%	25%
	Generation X (1965-1977)	31%	31%	31%
	Generation Y/Millennials (1978-1995)	41%	41%	40%
	Generation Z (1996-present)	8%	5%	4%
	<i>Race/Ethnicity</i>			
	Black or African American	21%	21%	23%
	Hispanic or Latino	12%	11%	12%
	Asian	9%	9%	9%
	American Indian or Alaskan Native	1%	1%	1%
	Native Hawaiian or Pacific Islander	-	-	-
	Two or more races	1%	5%	2%
	White	56%	53%	53%
Not Specified	-	5%	-	
Women in Leadership Roles	42%	40%	40%	
People of Color in Leadership Roles	21%	20%	21%	
Sales Force Data	Number of Exclusive Producing Agents	13,376	13,897	11,497
	<i>Gender</i>			
	Female	50%	50%	51%
Male	50%	50%	49%	
GOVERNANCE				
Board Composition & Independence	Total Directors	13	11	11
	Percent Independent Directors	85%	82%	82%
	Board Average Age	65.2	65.2	64.2
	Retirement Age and Tenure Policy (yes/no)	yes	yes	yes
	Average Director Tenure	8.3	8.8	7.8
	Independence of Standing Board Committees (yes/no)	yes	yes	yes
	Independent Chairman (yes/no)	no	no	no
	Independent Lead Director (yes/no)	yes	yes	yes
Board Diversity	Number of Women on the Board	5	5	5
	Percent of Directors Who Are Women	38%	45%	45%
	Percent of Independent Directors Who are Women	45%	56%	56%
	Number of Directors with Racial/Ethnic Diversity	2	2	2
	Percent of Directors with Racial/Ethnic Diversity	15%	18%	18%
Board & Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	22	27	27
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year	0	0	0
	Executive Session (yes/no)	yes	yes	yes
	Executive Session of Independent Directors(yes/no)	yes	yes	yes
Stockholder Rights	Annual Election of Directors (yes/no)	yes	yes	yes
	Majority Voting Standard for Director Elections (yes/no)	yes	yes	yes
	Single Voting Class (yes/no)	yes	yes	yes
	Proxy Access (yes/no)	yes	no	no
	Poison Pill (yes/no)	no	no	no
Executive Compensation	Clawback Provision for Executive Compensation (yes/no)	yes	yes	yes
	Double-Trigger Vesting Upon Change in Control (yes/no)	yes	yes	yes
	Stock Ownership Guidelines (yes/no)	yes	yes	yes
	CEO Stock Ownership Multiple of Base Salary	6x	6x	6x
	Non-Management Director Stock Ownership Guidelines (yes/no)	yes	yes	yes
	Non-Management Director Stock Ownership Multiple of Annual Cash Retainer	5x	5x	5x
POLICIES THAT PROMOTE RESPONSIBLE BUSINESS PRACTICES				
Supplier Management	Third Party Code of Conduct		<input checked="" type="checkbox"/>	Links to our corporate governance policies can be found in the Corporate Governance section of our Investor Relations 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"/>	

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