



Human Rights Statement

Primerica is committed to an ethical, inclusive work culture that respects and supports human rights and responsible deployment of human capital in accordance with applicable laws and regulations in the communities in which we operate. Our Code of Conduct is an expression of our values and sets forth the expectations for behavior and decision-making by all employees and members of our Board of Directors (the “Board”) and Primerica’s subsidiaries (collectively, “we” or “Primerica”). We respect human rights in our operations and take action where appropriate.

Guiding Principles

Our commitment to human rights is based on the following guiding principles:

Work Practices

Primerica has employees who work for our corporation. Our sales force consists of independent contractors. We believe every human has a right to determine his or her own destiny and to achieve whatever level of success their skills and talents may allow. As an organization, we follow fair and reasonable practices with respect to wages, benefits, hiring, promoting, hours worked, and working conditions.

Diversity, Equality, Inclusion and Belonging

We value all the individuals in our diverse workforce and recognize the importance of understanding, respecting and accepting individual differences. We believe that diversity of our employees is critical to our success and seek to recruit, develop and retain the most talented people from a diverse candidate pool.

Anti-Harassment and Non-Discrimination

We believe everyone should be treated with respect and we prohibit discrimination, harassment or intimidation that is unlawful or otherwise violates applicable policies or our Code of Conduct.

Workplace Health and Safety

We strive to provide and maintain a healthy and safe working environment that is free from violence or other unsafe or disruptive conditions.

Privacy

We respect individual privacy expectations and protect the personal information that we collect, use and disclose, in accordance with applicable privacy laws and regulations.

Other Human Rights

Primerica does not tolerate forced, child or compulsory labor or slavery, human trafficking or other violations of universally-recognized human rights in our operations nor do we participate in such activities.

Primerica has established policies that demonstrate our commitment to respecting human rights and the Guiding Principles set forth in this Human Rights Statement, including the policies listed below.

- Our Code of Conduct (available at <https://investors.primerica.com>) covers a wide range of topics relevant to the protection of human rights, including fair employment practices; diversity, equality and inclusion; discrimination and harassment; health and safety; anti-bribery and corruption; and safeguarding personal, proprietary and confidential information. Employees receive mandatory annual training on our Code of Conduct and are required to acknowledge compliance with our Code of Conduct annually. Our Code of Conduct also provides guidelines and procedures for raising ethical concerns and suspected violations.
- Our Equal Employment Opportunity and Anti-Harassment Policy details Primerica's expectation that all employees contribute to a work environment free from prohibited discrimination, harassment, and retaliation. It also describes our reporting procedures and processes for responding to claims of such prohibited behavior so that issues can be identified and remedied promptly and thoroughly.

Oversight of this Human Rights Statement is provided by the Corporate Governance Committee of the Board, which reviews this statement at least annually. This level of oversight emphasizes the importance of this statement.

Reporting Concerns

We will take seriously any claims of suspected human rights violations. Such claims may be reported using the following methods:

- Employees can report by means identified in the Code of Conduct;
- Members of the Primerica independent sales force can call (888) 554-2374 or send an email to ethics@primerica.com; and
- The general public can send an email to PrimericaEthics@LifeWorks.com.

Adopted on May 16, 2023