



## **Primerica, Inc. U.S. 2021 EEO-1 Disclosure**

Diversity, equality and inclusion (“DEI”) is an important element of Primerica’s culture. The diversity of experiences, backgrounds and ideas of our employees enables us to better serve and address the needs of our customers. As such, we strive to build an inclusive and engaging working environment where people have a sense of belonging and ideas are encouraged, allowing teammates to make a positive impact on our business and in the community. Our DEI efforts are focused on identifying and developing emerging talent, while ensuring our people-related policies and practices allow all employees to thrive at Primerica.

The U.S. Equal Employment Opportunity Commission requires private employers of a certain size to submit demographic workforce data, including data by race/ethnicity, sex and job categories through an annual EEO-1 Component 1 report. Primerica submits this report for its U.S.-based employees. We also include information about the diversity of our U.S.-based employees in our Annual Report on Form 10-K for the fiscal year ended December 31, 2021 (“2021 Annual Report”). While we recognize that the categories in the EEO-1 report do not align with those provided in our 2021 Annual Report, the report provides additional information that we know that many investors want to see. In the spirit of transparency, and at the request of our investors, we are providing the EEO-1 Component 1 report on the following page.

The job categories required by the EEO-1 report are not reflective of Primerica’s workforce or compensation system. EEO-1 job categories encompass a broad range of grade levels, job titles, technical and non-technical jobs. For reference,

- Executive/Senior Officials & Managers align most closely with the Executive Officers and Certain Significant Employees described in Item X on page 62 of our 2021 Annual Report;
- First/Mid Officials & Managers align most closely with Primerica’s definition of Non-executive Management on page 32 of our 2021 Annual Report;
- Professionals align most closely with “Professionals” on page 32 of our 2021 Annual Report; and
- Technicians; Administrative Support; Craft Workers; Operatives; Laborers & Helpers; and Service Workers in the aggregate align most closely with “All other Employees” on page 32 of our 2021 Annual Report.

CO= K067110  
U= K067110

EQUAL EMPLOYMENT OPPORTUNITY  
2021 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. PRIMERICA  
1 PRIMERICA PARKWAY  
DULUTH, GA 30099

2.a. PRIMERICA  
1 PRIMERICA PARKWAY  
DULUTH, GA 30099

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- N DUNS=

SECTION E - ESTABLISHMENT INFORMATION  
NAICS: 524113 - Direct Life Insurance Carriers

c. EIN= 271204330

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN NDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	10	0	0	0	0	0	4	2	0	0	0	0	16
FIRST/MID OFFICIALS & MGRS	11	15	146	30	0	2	0	3	163	74	4	13	0	5	466
PROFESSIONALS	30	26	184	75	2	47	0	8	209	133	20	42	0	10	786
TECHNICIANS	4	1	12	4	0	2	0	0	6	1	0	1	0	0	31
SALES WORKERS	33	69	81	38	0	5	0	12	121	84	0	7	2	13	465
ADMINISTRATIVE SUPPORT	48	115	176	108	0	10	2	9	326	351	3	40	1	20	1209
CRAFT WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
OPERATIVES	3	0	11	1	0	0	0	0	0	2	0	0	0	0	17
LABORERS & HELPERS	1	2	4	5	0	0	0	0	3	0	0	0	0	0	15
SERVICE WORKERS	0	2	3	5	0	0	0	0	3	4	0	0	0	1	18
TOTAL	130	230	629	266	2	66	2	32	835	651	27	103	3	49	3025
PREVIOUS REPORT TOTAL	87	157	552	230	3	66	2	16	686	565	3	123	1	32	2523

SECTION F - REMARKS

Certified by Ellen Bailey via email 5/12/2022

DATES OF PAYROLL PERIOD: 12/16/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: [REDACTED]

EMAIL: [REDACTED]

EEO1 REPORT CONTACT PERSON: [REDACTED]

EMAIL: [REDACTED]

CERTIFIED DATE [EST]: 5/13/2022 3:16 PM

TITLE: [REDACTED]

PHONE: [REDACTED]

TITLE: [REDACTED]

PHONE: [REDACTED]