

Primerica, Inc. Gender-Related KPIs

The following gender-related Key Performance Indicators (KPIs) of Primerica, Inc. (the “Company”) are being provided for consideration in the Bloomberg Gender Equality Index (Bloomberg GEI). KPIs are as of or for the year ended December 31, 2022 and do not include our independent contractor sales force or employees of e-TeleQuote Insurance, Inc., our subsidiary that distributes Medicare-related insurance products.

Key Performance Indicator (KPI)	
Leadership	
Women on the Board of Directors	As of December 31, 2022, four of the 11 members of the Board of Directors of Primerica, Inc. (the “Board”) were women: Ms. Amber L. Cottle, Ms. Cynthia N. Day, Ms. Beatriz R. Perez, and Ms. Barbara A. Yastine.
Gender balance in Board leadership	Two of the three independent committees of the Board are chaired by a woman. Ms. Barbara Yastine is the Chair of the Board’s Compensation Committee and Ms. Cynthia Day is the Chair of the Board’s Corporate Governance Committee
Executive officers who are women	<p>The position of Chief Financial Officer of the Company is held by a woman, Ms. Alison Rand. Ms. Rand has announced her retirement and the Company has reported that its next CFO will be Ms. Tracy Tan, who is also a woman.</p> <p>The executive officers and certain significant employees who comprise our senior management team, or “Operating Team”, are listed in our Annual Report on Form 10-K for fiscal 2022 (“2022 Annual Report”). As of December 31, 2022, 33% of our Operating Team members were women.</p> <p>Ms. Lisa Brown, Executive Vice President and Chief Administrative Officer, is a member of the Company’s Operating Team and, among other duties, oversees the Company’s Human Resources and Talent Management functions and leads the Company’s diversity, equality, inclusion and belonging (DEIB) efforts and strategies.</p>
Talent Pipeline	
Percentage of women in total management¹	55.6%
Percentage of women in senior management²	46.1%
Percentage of women in middle management³	57.6%
Percentage of women in non-managerial positions⁴	65.1%

¹ Percentage of women in management compared to the total number of employees.

² Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management compared to the total number of management employees at that level.

³ Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management compared to the total number of management employees at that level.

⁴ Percentage of women employees in non-managerial roles compared to total employees in non-managerial positions. Reflects employees who work as an individual contributor and have no responsibility as a manager to others.

Percentage of total workforce that was women	63.1%
Percentage of total promotions that were women	60.6%
Percentage of Women in IT/Engineering Roles	40.3%
Percentage of new hires who were women	62.8%
Percentage of attrition that were women ⁵	63.6%
Time-bound action plan with targets to increase the representation of women in leadership positions	As women are well-represented in various levels and positions, the Company does not currently have a time-bound action plan with targets. The Company continues to monitor these metrics for potential improvement.
Time-bound action plan with targets to increase the representation of women in the Company	
Pay	
Global mean (average) raw gender pay gap ⁶	30%
Time-bound action plan to close its gender pay gap	In 2022, the Company completed an extensive gender and ethnicity pay gap review, supported by an expert third-party advisor. The Company implemented appropriate pay adjustments following completion of that review as needed to address the negligible identified pay gaps.
Executive compensation linked to (DEIB)	The Charter of the Board's Compensation Committee requires that it annually considers non-financial metrics for potential inclusion in the executive compensation program. The Board's Corporate Governance Committee oversees the Company's sustainability efforts, including DEIB . Annually in November, the Board's Compensation Committee meets with the Board's Corporate Governance Committee to discuss and determine whether inclusion of sustainability factors in the compensation metrics would be meaningfully beneficial to the Company's future progress. In November 2022, both committees determined they were satisfied with the Company's focus and progress on sustainability matters, including DEIB, a view that was shared by the full Board. As a result, the 2022 corporate performance metrics did not include any DEIB-related factors.
Inclusive culture	
Number of weeks of fully paid primary parental leave offered	Employees giving birth to a child receive 12 weeks of income benefits, which may be extended to up 26 weeks pursuant to the terms of our Short-Term Disability policy.

⁵Percentage of women employees who left the Company compared to the total number of employees who left the Company.

⁶Excludes on-call employees. Reflects measuring the mean (average) total compensation (base salary, bonus, and equity) for all female employees and for all male employees, subtracting the mean (average) female compensation from the mean (average) male compensation, and dividing the result by the mean of the higher earning gender (female or male). Not adjusted for factors such as job function, level, education, performance, and location.

Number of weeks of fully paid secondary parental leave offered	Primerica offers up to 4 weeks of gender-neutral paid parental leave so non-birthing employees can spend important time bonding with a new child after birth or adoption.
Parental leave retention rate⁷	69%
Back-up family care services or subsidies through the Company	The Company does not offer back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Through our Employee Assistance Program, employees can access resources and referrals for childcare.
Flexible working policy	We understand and value the importance of an effective work-life balance for our employees. We offer many flexible work options and schedules to meet the needs of our employees. Less than 15% of our employees work fully onsite due to the requirements of a specific job and the vast majority work fully remote or on a hybrid schedule where they are able to work both at home and in the office.
Employee resource groups for women	<p>Primerica's employee resource groups ("ERGs") were created in 2021 and provide an opportunity for employees to connect and collaborate with each other while fostering belonging and engagement. ERG activities include working on projects that help develop new skills and relationships with colleagues from other departments. The initial cohorts are thriving and building interest across our organization: Primerica Black Professional Network (PBPN); Primerica Uniting Latinos and Serving Others (PULSO); Asian Pacific Islander (API); and Work Life Balance (WLB). We are evaluating the need to add additional ERGs.</p> <p>Primerica's independent sales force utilizes strategic market groups to encourage professional and personal growth and development, including Women in Primerica, which provides opportunities for networking and mentorship, sales and business management training, and deep learning opportunities customized for women members of the independent sales force.</p>
Unconscious bias training	Beginning in 2021, we adopted diversity commitments for our home office employees in the U.S. and Canada that focused on reviewing all aspects of our employee value proposition and allowed us to further advance our diversity, equality, inclusion, and belonging ("DEIB") agenda. In 2022, we continued to build upon this commitment and launched a mandatory, facilitator-led training platform that spanned multiple sessions over several weeks throughout the U.S. and Canada. The learning experience focused on a series of learning principles that taught all participants about personal biases and their effect on engagement with others with impactful learning frameworks and workshops focused on proven behaviors that foster an inclusive workplace.
Annual anti-sexual harassment training	Primerica fosters a work environment in which employees treat each other with mutual respect and dignity. Employees complete annual mandatory training on the Company's Equal Employment Opportunity and Anti-Harassment Policy , which describes the processes and procedures for bringing a complaint or concern pursuant to the policy. The Corporate Governance Committee of the Board of Directors of Primerica, Inc. is responsible for overseeing management's implementation and monitoring of the policy and reviews and approves this policy at least annually. In addition, all people managers receive mandatory sexual harassment prevention training biennially.

⁷ Percentage of women employees that remained employed by the Company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.