

# **Primerica, Inc. Board Diversity Policy**

(Adopted on August 10, 2023)

## **1. PURPOSE**

This Board Diversity Policy (this “Policy”) sets out the approach of Primerica, Inc. (the “Company”) to ensure that diversity on its Board of Directors (the “Board”) continues to be a high priority.

## **2. SCOPE**

This Policy applies to the Board.

## **3. POLICY STATEMENT**

The Board recognizes the value of nominating men and women who bring a variety of opinions, skills, experiences, backgrounds and personal characteristics to its discussion and decision-making processes and who represent the stakeholders of the Company as a whole. Having a diverse board:

- mitigates against group think;
- enhances discussion and decision-making processes;
- improves oversight of the Company and its governance; and
- is important to the Company’s stockholders, customers, representatives and employees.

The Board seeks to remain comprised of talented and dedicated members with a mix of experience, skills, backgrounds and personal characteristics that collectively reflect the strategic needs of the business and the nature of the environment in which the Company operates. The Board is committed to a diverse and inclusive culture that solicits multiple perspectives and views. For purposes of this Policy, diversity includes, but is not limited to, sex or gender; race; age; religion or creed; national origin, citizenship status or ancestry; disability; sexual orientation, gender identity or gender expression; military service or veteran status; and other personal characteristics protected by applicable federal, state or local laws.

The Corporate Governance Committee of the Board (the “Committee”) is responsible for reviewing and assessing the composition of the Board and identifying appropriately qualified Board candidates. When assessing Board composition or identifying suitable candidates for nomination to the Board, the Committee will consider candidates based on

merit against objective criteria tied to the needs of the Board and the Company at the time of nomination while giving due regard to all aspects of diversity, as described above.

Diverse candidates shall be considered whenever the Committee commences a director search. Further, the Committee will direct any search firm engaged to assist the Committee in identifying candidates for nomination to the Board to include diverse candidates.

As part of the Committee's annual self-assessment, the Committee will consider its success in nominating directors to the Board who enhance the diversity of the Board.

#### **4. RESPONSIBILITY AND REVIEW**

The Committee will review this Policy at least annually and make revisions as appropriate.