APPENDIX A

SUSTAINABILITY SNAPSHOT

This Sustainability Snapshot includes metrics, where available, for the entire company as of or for the respective fiscal year ended December 31.

		2026	2025	2024	2023
ECONOMIC					
Financial Performance	Total Revenues (millions)	*	$3,291.7	$3,089.1	$2,748.5
	Net Income (millions)	*	$751.2	$470.5	$576.6
	Diluted Earnings Per Share	*	$22.91	$13.71	$15.94
	Dividends Declared Per Share	*	$4.16	$3.30	$2.60
	Total Assets (millions)	*	$15,012	$14,582	$15,027
	Adjusted Net Operating Income Return on Adjusted Stockholders' Equity (ROAE)	*	33.1%	31.2%	27.2%
	Net Investment Income (millions)	*	$167.2	$155.5	$135.8
Life Insurance	Number of Policies Issued	*	331,787	370,396	358,860
	Face Amount Issued (billions)	*	$111.9	$122.2	$119.1
	Number of Policies in Force	*	3,010,563	3,003,909	2,959,006
	Term Life Insurance Face Amount in Force (billions)	*	$967.6	$953.6	$944.6
Investments	Total Investment Sales (billions)	*	$14.9	$12.1	$9.2
	Client Asset Values at Period End (billions)	*	$128.9	$112.1	$96.7
SOCIAL					
Workforce Data	Total Workforce Headcount	*	2,833	2,874	3,450[1]
	Percent Women in Workforce	*	63%	63%	63%
	Percent Women Officers[2]	*	51.4%	51%	51.5%
	Percent Women on Senior Leadership Team[3]	*	40%	35%	36%
	Employee Retention Rate	*	91%	91%	89%
	Employee Turnover Rate	*	8%	11.8%	11.4%
	Average Tenure of Senior Leadership Team[4]	*	21.7	20.7	25.3
	Parental Leave Retention Rate[5]	*	87%	77%	74%
Gender-Based Pay Metrics	Global Mean (average) Raw Gender Gap[6]	*	22%	29%	30%
	Global Median Gender Pay Gap[7]	*	25%	24%	26%
	Proportion of the Top Pay Quartile Composed of Women[8]	*	49%	47%	48%
	Proportion of the Upper Middle Pay Quartile Composed of Women[8]	*	58%	60%	60%
	Proportion of the Lower Middle Pay Quartile Composed of Women[8]	*	67%	69%	69%
	Proportion of the Lower Pay Quartile Composed of Women[8]	*	77%	77%	78%

* Unavailable because relates to full year 2026.

1. Includes headcount pertaining to the senior health business which was discontinued in 2024. **2.** Includes U.S. Primerica employees at Vice President level and above. **3.** Includes our executive officers and certain significant employees who comprise our senior management team, or "Leadership Team" as described in our Annual Report on Form 10-K for the stated year. **4.** Year-end average tenure of our Leadership Team as found in our Annual Report on Form 10-K for the stated year. **5.** Percentage of women employees who remained employed by the company 12 months after their return from parental leave out of all women employees who used parental leave during the previous fiscal year. **6.** Measures the mean (average) total compensation 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 earnings gender (female or male). **7.** Reflects the difference (%) between the median female total compensation and median male total compensation. **8.** Quartiles are determined by aligning all global employees' compensation from highest to lowest then dividing the list into four equal groups. The highest compensated is the top quartile, followed by the upper middle quartile, lower middle quartile, and lower pay quartile. Compensation includes base salary, stock awards, and other monetary benefit(s).

APPENDIX A (CONTINUED)

		2026	2025	2024	2023
SOCIAL					
Sales Force Data	Size of Life-Insurance Licensed Sales Force (end of period)	*	151,524	151,611	141,572
	Number of New Recruits	*	358,316	445,425	361,925
	Number of Newly Life-Insurance Licensed Representatives	*	48,722	56,320	49,096
	Percent Women in Life-Insurance Licensed Sales Force	*	60%	60%	59%
	Percent Women Recruits	*	62%	63%	62%
	Percent Women Newly Life-Insurance Licensed	*	62%	63%	62%
Supplier Management & Diversity	Supplier Management Policy (y/n)	Y	Y	Y	Y
Human Rights & Ethics	Human Rights Statement	Y	Y	Y	Y
	Code of Conduct (y/n)	Y	Y	Y	Y
	Equal Employment Opportunity and Anti-Harassment Policy – Standalone (y/n)	Y	Y	Y	Y
	Anti-Bribery & Anti-Corruption Policy (y/n)	Y	Y	Y	Y
	Whistleblowing and Non-Retaliation Policy (y/n)	Y	Y	Y	Y
Charitable Giving	The Primerica Foundation and Primerica, Inc. (millions)	*	$2.1	$2.1	$2.1
GOVERNANCE[9]					
Board Composition & Independence	Size of the Board (Number of Nominees Elected at the Annual Meeting)	9**	11	11	10
	Board Average Age	65	64	63	62
	Mandatory Retirement Age (y/n)	Y	Y	Y	Y
	Average Director Tenure[10]	10.7	9.9	9.8	8.8
	Independence of Committees (Other than Executive Committee (y/n)	Y	Y	Y	Y
	Independent Chairman (y/n)	Y	Y	Y	Y
	Independent Lead Director (y/n)	Y	Y	Y	Y
Board Diversity	Number of Women on the Board	3	4	4	4
	Percent of Directors Who Are Women	33%	36%	36%	40%
	Number of Directors with Racial/Ethnic Diversity	3	4	4	3
	Percent of Directors with Racial/Ethnic Diversity	33%	36%	36%	30%
Board and Committee Meetings	Number of Board and Committee Meetings During the Calendar Year	24	25	27	27
	Number of Directors Attending Less than 75 Percent of Meetings During the Calendar Year	0	0	0	0
	Executive Session (y/n)	Y	Y	Y	Y
	Executive Session of Independent Directors (y/n)	Y	Y	Y	Y

* Unavailable because relates to full year 2026.

** Following the Annual Meeting of Stockholders on May 21, 2026, there are two vacancies on our Board. The Corporate Governance Committee has commenced a search to fill these vacancies with qualified candidates who will add backgrounds, skills and experiences to our Board that will enhance its strength and ability to serve our stockholders.

9. As described in our proxy statement relating to the Annual Meeting of Stockholders (the "Annual Meeting) held in the stated year. **10.** Excludes Darryl L. Wilson, who was elected to our board effective February 17, 2024.

APPENDIX A (CONTINUED)

		2026	2025	2024	2023
GOVERNANCE					
Stockholder Rights	Annual Election of Directors (y/n)	Y	Y	Y	Y
	Majority Voting Standard for Director Elections (y/n)	Y	Y	Y	Y
	Single Voting Class (y/n)	Y	Y	Y	Y
	Proxy Access (y/n)	Y	Y	Y	Y
	Poison Pill (y/n)	Y	Y	N	N
Executive Compensation	CEO Pay Ratio	95:1	121:1	74:1	75:1
	Clawback Provision for Executive Compensation (y/n)	Y	Y	Y	Y
	Double-Trigger Vesting Upon Change in Control (y/n)	Y	Y	Y	Y
	CEO Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required CEO Stock Ownership Multiple of Base Salary	5	5	5	5
	Senior Executive Member Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Senior Executive Member Stock Ownership Multiple of Base Salary	2.5-3.5	2.5-3.5	2.5-3.5	2.5-3.5
	Director Stock Ownership Guidelines (y/n)	Y	Y	Y	Y
	Required Director Stock Ownership Multiple of Annual Cash Retainer	5	5	5	5
ENVIRONMENTAL					
Climate	TCFD Disclosure (y/n)	Y	Y	Y	Y
	CDP Carbon Disclosure (y/n)	N	N	N	N
GHG Emissions	Significant GHG Emissions (y/n)	N	N	N	N
	Emissions Reduction Initiatives (y/n)	N	N	N	N