

2025
**SUSTAINABILITY
REPORT**



A LETTER FROM THE CEO



Stakeholders,

The EMPLOYERS® mission extends well beyond providing a safety net for the millions of workers who keep the American economy running strong; we also operate with an inherent responsibility to protect our employees, our clients, our partners, and the environment.

Throughout this Sustainability Report, you'll find examples of how we continue to better our carbon footprint, support our communities, invest responsibly, and optimize our impact as a good corporate citizen while continuing to grow our market share.

Since 2023, we have seen significant strides in reducing our carbon footprint, achieving a remarkable 54% reduction in carbon intensity compared to the previous year. This accomplishment is a testament to our dedication to responsible business practices and our efforts to enhance our operational efficiency.

Beyond environmental initiatives, we are equally focused on the social aspects of sustainability. We invested over \$250,000 in grants and contributions, including significant contributions to directly support worker relief efforts in two of our largest covered industries: the restaurant and hospitality sectors.

As we move forward, we remain dedicated to identifying new opportunities that will further reduce our carbon footprint and improve our overall environmental performance.

We are pleased to do our part in fostering a culture of safety and sustainability—efforts that are already being felt within our organization and beyond.

A handwritten signature in black ink, appearing to read 'K. Antonello', with a stylized flourish at the end.

Kathy Antonello

President and Chief Executive Officer
Employers Holdings, Inc.

i CEO Letter

01 ENVIRONMENTAL

- 02 Carbon Footprint
- 02 Investing Responsibly
- 03 Low Hazard Clientele
- 03 Toward Greater Sustainability

04 SOCIAL

- 05 Well-being of Policyholders and their Employees
- 07 Philanthropy
- 07 EMPLOYERS Partners with Kids Chance of Nevada
- 08 Commitment to Community Impact
- 08 Employee Engagement Survey Highlights
- 09 Diversity
- 10 Protecting Policyholders and Insureds Practices for Employees
- 11 Recognized as a Leader in Trust and Employee Satisfaction

12 GOVERNANCE

- 13 Governance Practices
- 13 Board Structure and Independence
- 13 Board of Directors
- 14 Board's Role in Risk Oversight
- 14 Ethics and Integrity
- 16 Capital Structure Supports Business Operations
- 16 Data Privacy and Fraud Protection

Environmental

EMPLOYERS® is firmly committed to concrete action to mitigate climate damage, reduce the impact of our day-to-day operations, and improve the environment.





Carbon Footprint

Since 2023, we have continued our efforts to reduce our carbon footprint. By further reducing the size of our office space, we realized a 61% reduction in our Scope 2 Carbon Emissions, the largest contributor to our carbon footprint. Continued support of our hybrid remote work environment continues to contribute to employee morale, retention and our efforts to be responsible stewards of the environment.

Reducing our carbon footprint also contributes to our organization's overall carbon intensity, which is a measure of carbon footprint relative to financial results. As measured for the 2022 fiscal year, our carbon intensity was 0.90 Metric Tonnes (MT) of CO₂e per \$M in written premium. As a result of our initiatives in 2023, we realized a 54% reduction in our carbon intensity, reporting 0.41MT CO₂e per \$M in written premium. This means we are accomplishing more, while using fewer resources.

We also continue to create more sustainable business practices by enhancing our digital systems that allow our customers to “go paperless” and accomplish more self-serve tasks. By improving our digital delivery and self-serve capabilities, we will keep the potential for paper waste to a minimum and maximize efficiencies internally.

Investing Responsibly

EMPLOYERS has an investment portfolio of approximately \$2.5 billion. The portfolio is essential to our ability to underwrite workers' compensation insurance, cover claims and operate efficiently.

As the world transitions to a more sustainable economy, sustainability data and climate-related insights are increasingly important to help uncover the catalysts that could drive asset values over the long-term. We have invested capital in sectors that support innovation and a transition towards a net-zero carbon economy, and we will look for opportunities in the future.

Each of our Investment Managers are signatories to the United Nations Principles for Responsible Investment Group, an independent non-profit organization that encourages investors to use responsible and sustainable investment practices to enhance returns and better manage risks. They actively monitor the ability of our bond issuers to repay their obligations, remain competitive, and maintain a strong financial position. Environmental, Social and Governance (ESG) criteria are significant components of those considerations over the short, medium and long-term investment horizons.

Over the past several years the Company, along with our investment management team, have incorporated California's Carbon Initiative into its investment strategy, designed to reduce the insurance industry exposure to fossil fuel-based investments.

Low Hazard Clientele

By virtue of the kinds of businesses to whom EMPLOYERS provides workers' compensation coverage, there is relatively little environmental risk on the client side.

Our policyholders are in low-to-medium hazard categories and are largely restaurant and hospitality- focused. This is in contrast to other workers' compensation providers, who may focus on higher-hazard businesses, such as refineries and mining companies.

Toward Greater Sustainability

EMPLOYERS' sustainability initiatives are ongoing. We will continue to identify and act on opportunities to reduce our carbon footprint and improve our environmental performance.



Social

In our day-to-day business, EMPLOYERS® works to advance the well-being of our policyholders, their employees, our own employees, and our communities.



We provide protection and strengthen the connections that are fundamental to a healthy, thriving, social environment. We help people when they are in trouble, or when their employees are injured on-the-job. Approaching society through our focus on workplace safety, we protect our policyholders' businesses and we help protect their employees.

Well-being of Policyholders and their Employees

Our approach towards supporting our policyholders is to assist them in creating a culture of safety in the workplace and help promote and support positive outcomes for employees when they do sustain on-the-job injuries.

EMPLOYERS provides an array of risk advisory and loss control services, programs and resources for policyholders and their employees. All of these are aimed directly at helping policyholders evaluate the safety risks in their businesses, identify cost-effective methods to mitigate work-place injuries and illnesses, and improve workplace safety programs.

A positive safety culture helps to ensure employees have a voice, are active participants in their workplace safety and wellbeing and outlines clear roles of responsibility. Among our loss control services are hazard analyses to evaluate operations and make recommendations for hazard control, management and supervisory education programs to assist in reinforcing best health and safety practices, and employee safety presentations and training programs.

For injured workers, we utilize an outcome-based medical network that employs predictive analytics to identify medical providers who achieve superior clinical outcomes for injured workers. This enables us to optimize our provider network and enhance quality of care.





We have streamlined the reporting process with our First Notice of Loss tool, enabling faster and more efficient claim initiation. Additionally, we continue to utilize the EMPLOYERS Injured Employee Hotline, which allows injured employees to consult with a professional nurse over the phone when reporting a claim. This service ensures that injured employees receive timely and appropriate care while supporting optimal outcomes for both EMPLOYERS and our policyholders.

We know that businesses are vibrant when their workers are at their best and feel that they are safe on the job. Many of EMPLOYERS' programs, and the programs we support, were developed in recognition of this. Here are just a few examples:

EMPLOYERS supports ProStart, a program of the National Restaurant Association Education Foundation. This high school curriculum helps young people, many from under-served areas, get their first exposure to the food and hospitality industry via scholarships. The program helps feed a pipeline of qualified employees into an industry that is critically important to the local and national economy.

EMPLOYERS works with and supports restaurant and lodging associations across the United States, including the California Restaurant Association, the Arizona Restaurant Association, the Illinois Restaurant Association, Hospitality Tennessee, the Illinois Hotel & Lodging Association, North Carolina Restaurant & Lodging Association, South Carolina Restaurant & Lodging Association, Georgia Hotel & Lodging Association and Nevada Restaurant Association

Philanthropy

EMPLOYERS' philanthropic efforts are closely aligned with our mission.

Several EMPLOYERS executives serve on Kids' Chance boards and advisory boards on both the national and local levels.

Our Charitable Giving Committee is charged with guiding our corporate giving programs at the national, regional and individual employee matching levels.

There are four pillars for our charitable donations – Children & Education, Equity and Inclusion in the Workplace, Health, Science and Environment, and Catastrophic Event Relief. In addition to corporate giving, EMPLOYERS also launched a volunteer time-off benefit for all employees who engage in volunteer work in their local communities.

Fostering team connection through collaboration and philanthropic initiatives.

As a predominantly remote company, EMPLOYERS values opportunities for regional teams to meet in person, fostering team building, strategizing, and collaboration. These gatherings also provide a platform for giving back to the community in meaningful ways. One example from this year was the "Superhero Event," where our Sales and Underwriting teams designed superhero capes for children's hospitals, bringing encouragement to young patients before and after medical procedures. Additionally, each regional team used corporate funds to donate to their selected hospitals. These in-person events strengthen our workplace relationships while reinforcing our commitment to community support.

EMPLOYERS Partners with Kids Chance of Nevada to Support the Educational Futures of Children Whose Parents Were Injured at Work

EMPLOYERS is a platinum sponsor of the non-profit, Kids' Chance of Nevada, a state chapter of the national organization, Kids' Chance of America. Kids' Chance was established to create, assist, and support programs that provide educational opportunities and scholarships for the children of workers who were disabled or killed in a workplace accident.

According to the Bureau of Labor Statistics, private industry employers reported 2.8 million non-fatal workplace injuries and illnesses, and 5283 fatal occupational injuries in 2024.

Workplace injuries and fatalities leave a catastrophic financial and emotional toll on workers and their families. Through our partnership with Kids' Chance of Nevada, we can help alleviate these burdens and give kids the resources and opportunities they need to pursue higher education.

The national Kids' Chance of America scholarship fund, Planning for the Future, is an all-inclusive program designed to take some of the financial burden of college off of families affected by workplace injuries. The fund's goal is to give students the tools they need for success in the workplace as well as enable them to make a difference in their own lives as well as the lives of others. Since its inception, the scholarship fund has supported over 11,000 students nationwide in pursuing their educational goals. In the 2024 fiscal year alone, it awarded 672 scholarships, totaling more than \$3.3 million.

Commitment to Community Impact: Over \$250,000 in Contributions for 2024

In 2024 EMPLOYERS worked with Nevada Restaurant Association to secure a \$100,000 AHEAD grant through the Federal Home Loan Bank of San Francisco (“FHLB”), focused on reaching minority populations, rural communities, and the underprivileged to train individuals on soft and technical industry skills needed to obtain and maintain gainful employment. This grant, combined with EMPLOYERS’ other contributions—including \$80,000 allocated to restaurant associations for planned support and hurricane relief through the EMPLOYERS Giving Committee, as well as \$92,000 in additional charitable giving for 2024, including support to Kids’ Chance—reflects our unwavering commitment to making meaningful impact.

Employee Engagement Survey Highlights High Satisfaction and Engagement

In the EMPLOYERS’ annual employee engagement survey, employees reported sustained high satisfaction and engagement. On our Employee Engagement Index, a composite of 5 key survey questions, we achieved an 82% engagement score - 4 points higher than the survey vendor benchmark for companies in the Finance and Insurance sector*. Employees expressed the greatest satisfaction with their colleagues and supervisors, highlighting the organization’s positive workplace culture. Furthermore, on our Intent to Stay Index of 3 key items, 84% of employees responded favorably regarding their commitment to the company - 3 points better than the survey vendor benchmark.

* Comparison companies included use the same survey vendor, totaling approximately 40 companies in Finance and Insurance sector.



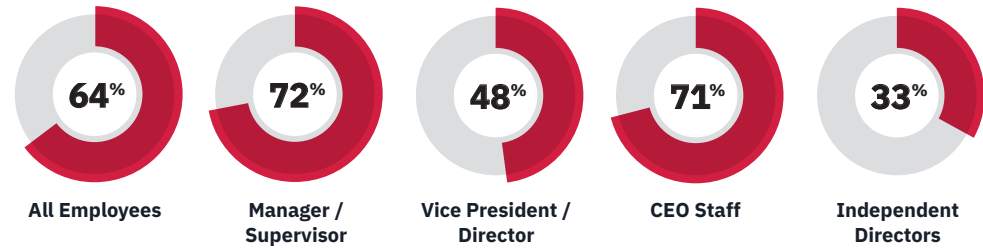
Diversity

EMPLOYERS and its Board are committed to advancing diversity, equity, and inclusion throughout the organization. In terms of gender, the company has made significant strides in increasing female representation in leadership roles, particularly at the director level and above. Furthermore, nearly 35% of our workforce identifies as racially diverse, reflecting a 5% increase since 2021. Our employee base spans five generations, each bringing a unique set of perspectives and skills that enrich our workplace.

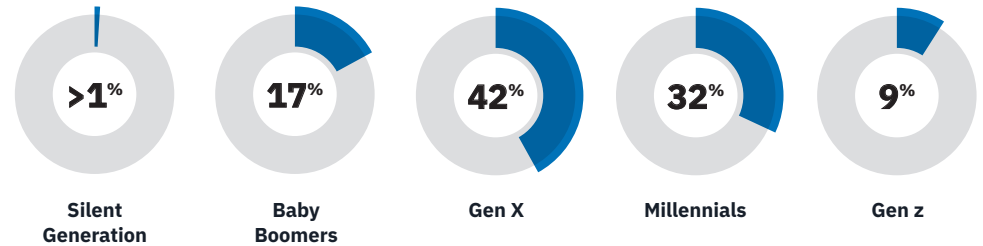
We are committed to taking proactive steps to enhance diversity and inclusion at every level of our organization. Some of our recent initiatives include:

- Ongoing reviews of our hiring, promotion, and succession practices to foster greater diversity and inclusion across the company.
- Advancing pay equity through the implementation of pay transparency and conducting fair reviews for new and transferring employees to ensure equitable compensation in comparison to others in similar roles.
- Expanding our annual employee holiday schedule to include Martin Luther King Jr. Day, along with continued offering of floating holidays to allow employees the flexibility to observe any important day that holds personal significance.

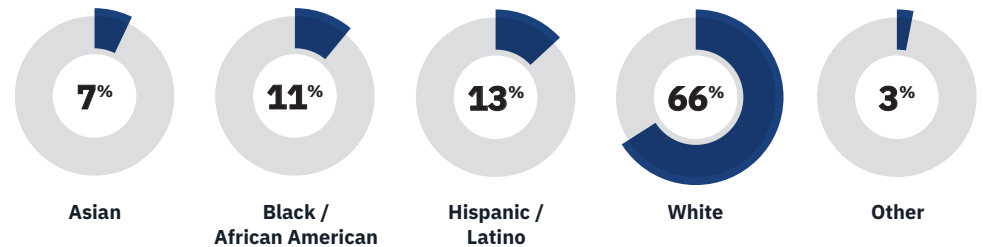
Women at EMPLOYERS



Generations at EMPLOYERS



Race at EMPLOYERS



Protecting Policyholders and Insureds

EMPLOYERS has reinsurance coverage to ensure that we will be able to cover large numbers of employees in case of a massive and sudden event, such as an earthquake or an act of terrorism, that might occur when they are at work. This is a primary reason that we purchase reinsurance: to enable the company to handle claims from an event that adversely affects a great many people.

Practices for Employees

Our commitment to the broader community is reflected in our dedication to supporting our employees, who are at the heart of everything we do. In addition to nearly 90% of our workforce working remotely, EMPLOYERS offers a comprehensive suite of health and welfare benefits, financial wellness programs, leave options, and other employee perks. We prioritize the well-being of our employees through some of our most valued programs:

- **Medical Plans:** Our plans feature below-average deductibles and out-of-pocket maximums, with lower employee paycheck contributions. We also provide immediate contributions to Health Savings Accounts (HSAs).
- **Wellness Programs:** EMPLOYERS fully funds wellness plans, offering both team and individual wellness challenges. Employees also have access to a digital wellness resource, which includes recipes, educational content, and fitness classes, as well as specialized support for managing various medical conditions.
- **Financial Wellness:** We encourage financial well-being through our 401(k) match, HSA contributions, critical illness and life insurance offerings. Our extensive leave options

include caregiver, maternity/bonding, parental, and grandparent leave, alongside 100% employer-paid short and long-term disability coverage.

- **Education and Development:** We support employee growth through our educational assistance program, helping employees pursue their personal and professional development goals. EMPLOYERS has also made a significant investment in software upgrades to support the internal development of employees.

These initiatives reflect our commitment to fostering a healthy, engaged, and supported workforce.

EMPLOYERS is committed to providing equal employment opportunity to qualified applicants without regard to race, creed, color, religion, sex, national origin or ancestry, age, marital status, pregnancy, sexual orientation, gender identification, medical condition, genetic information, disability, veteran status and/or any other characteristic protected by law. This commitment extends to all areas of employment, including recruitment, selection and placement, compensation, promotion and transfer, disciplinary measures and demotion, layoffs and terminations, testing and training, working conditions, awards and benefits and all other employment-related actions.

As we continue to develop employee-focused policies and programs, our skilled and dedicated employees provide the services our customers rely upon, enabling us to grow and create new opportunities in the years to come.



EMPLOYERS maintains an open-door policy and believes that everyone should feel comfortable to speak their minds, particularly with respect to ethics concerns. Leaders have a responsibility to create an open and supportive environment where employees feel comfortable raising questions and concerns.

Recognized as a Leader in Trust and Employee Satisfaction

We are honored to have received several notable recognitions this year, reflecting our dedication to trust, employee well-being, and organizational excellence. EMPLOYERS ranked #3 on Newsweek's 2024 list of Most Trustworthy Companies in America and #7 on its global list of Most Trustworthy Companies in the World within the insurance categories. These rankings were based on an independent survey evaluating companies on Investor Trust, Customer Trust, and Employee Trust.

Additionally, U.S. News and World Report named EMPLOYERS a Best Place to Work, with recognition in three categories: Best Place to Work, Best in the West, and Best in Insurance. U.S. News' methodology, supported by six experts, analyzes public employee sentiment and data on worker support. Only Russell 3000 index companies with 75+ Glassdoor reviews from 2020-2023 were considered, with the top 25% in each region and industry selected. These honors underscore our commitment to fostering a positive, inclusive culture, offering competitive pay, supporting work-life balance through our remote-first approach and promoting professional growth for all employees.

Governance

EMPLOYERS prides itself on robust governance. The strength of our governance means we always endeavor to operate with the highest level of integrity, in compliance with all relevant regulations.



Governance Practices

EMPLOYERS strives for excellence in its governance practices. EMPLOYERS has established robust procedures, guidelines, policies, and codes of business ethics and conduct to promote the effective governance of the organization in the interest of our stakeholders. These practices have been adopted and cover directors, officers, and employees. Some of our governance documentation can be reviewed in the Governance section of our website, found at employers.com/governance.

In order to deliver upon our ESG initiatives, our ESG Committee focuses on critical initiatives and periodically reports our progress to the Board Governance and Nominating Committee of our Board of Directors.

Board Structure and Independence

EMPLOYERS' Board is currently composed of nine members with diverse and varied ages, genders, racial/ethnic backgrounds, and professional experiences. With the exception of our CEO, all Board members have been determined as independent in accordance with the rules of the NYSE as set forth in Section 303A of the Listing Standards. We believe diversity and experience are critical to ensuring sound decision-making that creates shareholder value. EMPLOYERS is proud of its strong, diverse Board composition, its ability to recruit new Board members and manage CEO succession, robust Board and committee evaluations, including peer-to-peer reviews, and transparency of its financial performance.

Board of Directors



Kathy Antonello



John
de Figueiredo



Barbara Higgins



Mike McColgan



Jeanne Mockard



Alex
Perez-Tenessa



Marvin Pestcoe



Steve Sorenson

The Board believes that there is no single best organizational model that is the most effective in all circumstances and that the stockholders' interests are best served by allowing the Board to retain the flexibility to determine the optimal organizational structure for the Company at a given time, including whether the role of Chair of the Board should be held by an independent director or a senior executive who serves on the Board. The members of the Board possess considerable experience and unique knowledge of the challenges and opportunities the Company faces and is in the best position to evaluate the needs of the Company and how to best organize the capabilities of the directors and management to meet those needs. The Board has determined that having an independent director serve as Chair of the Board is in the best interest of the Company's stockholders at this time.

This structure ensures a greater role for the independent directors in the oversight of the Company, active participation of the independent directors in setting agendas and establishing Board priorities and procedures and is useful in establishing a system of corporate checks and balances. In addition, as managing the Board can be a time-intensive responsibility, this structure permits our President and Chief Executive Officer to focus on the management of the Company's day-to-day operations.

For more information regarding the structure of the Board and its committees, please refer to the Company's Proxy and its Corporate Governance Guidelines.

Board's Role in Risk Oversight

One of the Board's essential functions is oversight of risk management. Risk is inherent in the business of the Company and may include risk from external sources such as competitors, the economy and credit markets, regulatory and legislative developments, and other external forces. The Board's oversight, assessment, and decisions regarding risks occur in the context of and in conjunction with the other activities of the Board and its committees. While management is responsible for identifying risk and risk controls related to significant business activities, mapping the risks to the Company's strategy, and developing programs and recommendations to determine the sufficiency of risk identification and mitigation, the Board is responsible for promoting an appropriate culture of risk management and setting the tone at the top.

The Board also provides oversight so that the Company has the necessary resources to proactively manage risk, including a periodic review of the development, experience, skills, and leadership of the Company's management and the employees who report to them. The Board committees provide oversight under the direction of their respective chairs. For more information regarding the Board's and its committees' oversight of risk, please refer to the Company's Proxy.

Ethics and Integrity

As one of our core values, integrity is fundamental in everything we do. We act honestly, openly, and ethically. We do the right thing, even when no one is watching. Our employees are expected to act with integrity, follow the law and EMPLOYERS' policies, ask



for help if they are not sure what the right action is, and report concerns in a timely manner. Transparency is key, and we expect employees to be open and honest in all they do for the Company.

Applicable to all employees, our Code of Business Conduct and Ethics is part of the Company's long-standing tradition of ethical business practices. It reflects our goal to not just comply with laws and regulations that apply to our business but strive to abide by the highest standards of business conduct.

EMPLOYERS is committed to upholding human rights and has established values and practices to protect them. We expect all employees to adhere to our Code of Conduct. Our efforts are aligned with global standards for responsible business practices, focusing on promoting diversity, equity, and inclusion, preventing human trafficking, ensuring workplace health and safety, fostering open communication, and supporting our customers. These principles are embedded in our Code of Conduct and reinforced through ongoing training initiatives.

Additionally, to support transparency, EMPLOYERS provides many reporting channels to report ethics concerns, including a 24-hour hotline operated by an independent third party.

EMPLOYERS also expects its partners, vendors, and contractors to abide by similar values and standards, and to act with integrity in accordance with applicable laws, rules, and regulations. As such, as part of our vendor management program, our standard agreements contain terms outlining these expectations.

Capital Structure Supports Business Operations

EMPLOYERS is in a unique position, as a monoline workers compensation underwriter focused on small and mid-sized businesses, to react to trends and developments in our covered industries nimbly and appropriately.

EMPLOYERS' capital strategy is focused on supporting business operations by maintaining capital levels commensurate with desired ratings from independent rating agencies, satisfying regulatory constraints and legal requirements and sustaining a level of financial flexibility to prudently manage the business through insurance and economic cycles while allowing EMPLOYERS to take advantage of investment opportunities, including acquisitions of insurance and insurance-related entities, as and when they arise.

EMPLOYERS monitors the financial strength of its reinsurers. We do not believe that we are currently exposed to any material credit risk, as substantially all of our reinsurance is recoverable from large, well-capitalized reinsurance companies with A.M. Best financial strength ratings of "A" (Excellent), or better.

Our environmentally responsible investment portfolio is structured to support the need for: (i) optimizing risk-adjusted total return; (ii) providing adequate liquidity; (iii) facilitating financial strength and stability; and (iv) ensuring regulatory and legal compliance.

Data Privacy, Fraud Protection

EMPLOYERS' business, including our ability to adequately price products and services, establish reserves, provide effective and secure service to customers, and report financial results in a timely and accurate manner, depends significantly on the integrity, availability, and timeliness of the data the company maintains, as well as the data held by third-party service providers.





To ensure the privacy, confidentiality, and integrity of this data, EMPLOYERS continually evaluates, tests against, and enhances our cyber and information security protocols in order to remain secure against emerging threats, as well as to increase our ability to detect and recover from a cyberattack or unauthorized access.

EMPLOYERS' Special Investigation Unit (SIU) works diligently to fight workers' compensation fraud nationwide, an effort that reduces costs and protects policyholders. Our dedicated SIU staff, comprised of highly experienced investigators, provides anti-fraud training to internal staff, law enforcement agencies, and to our policyholders. Our SIU team investigates potential cases of insurance fraud, working closely with law enforcement on cases where criminal prosecution is warranted. Additionally, as part of our proactive efforts, the department maintains a fraud hotline, monitoring it for tips of suspected insurance fraud, and offers anti-fraud materials for employers. For more information on our fraud prevention efforts, please refer to our Anti-Fraud Program page on the company website, found at employers.com/fraud.

To learn more about our sustainability initiatives and about EMPLOYERS®, please visit employers.com. We look forward to your continued interest in our organization.

EMPLOYERS®

AMERICA'S SMALL BUSINESS INSURANCE SPECIALIST.®

Copyright © 2025 EMPLOYERS. All rights reserved.

EMPLOYERS® is a registered trademark of EIG Services, Inc. Insurance is offered through Employers Insurance Company of Nevada, Employers Compensation Insurance Company, Employers Preferred Insurance Company, Employers Assurance Company, and Cerity Insurance Company. Not all companies do business in all jurisdictions.