TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT 2023

NOTE:
Emissions data as of December 31, 2022, all other data as of June 30, 2023.

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A NOTE FROM OUR CEO

Welcome to our annual TCFD Climate-Related Disclosure Report

Overview

In 2017, the Financial Stability Board created the Task Force on Climate-Related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. The TCFD standard is currently the international benchmark for climate-related disclosures and helps stakeholders understand the climate-related risks to the insurance market.

We are pleased to provide our second-year TCFD report, which encompasses our recent efforts and successes. Below, you will note what's new and how this process aligns with our broader business objectives.

What's new in this year's report

In addition to last year's reporting of Scope 1 and Scope 2 emissions, this year's TCFD report sees our organization work toward increasing our awareness of additional upstream impacts to our carbon footprint with limited Scope 3 Greenhouse Gas (GHG) emissions reporting on air travel and lodging. We're also excited to begin climate-related reporting on a broader cross-section of our investment portfolio.

Our focus

As we move forward with our "North Star of Ease" strategy, the efficiencies gained will contribute positively to our efforts in minimizing our GHG emissions. Growing mindfully, with a focus on a streamlined organization, along with active engagement with our stakeholders, will allow us to continue to show improvements in many critical areas, including our carbon footprint.

Thank you for taking an interest in EMPLOYERS®, and in sharing the journey with us.

Kathy

Katherine Antonello
President and Chief Executive Officer
Employers Holdings, Inc.

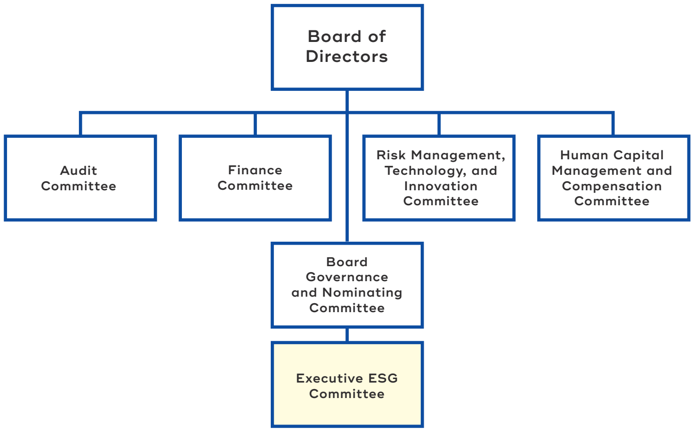
GOVERNANCE

What is our oversight?

The Finance Committee of our Board of Directors oversees the Company's investment guidelines and transactions, investment risk management, and reinsurance treaties. The Company's investment and reinsurance activities are embedded and overseen within the operations of the Company's Chief Financial Officer. The Chief Financial Officer is also primarily involved in the organization's business strategy and financial planning activities.

The Governance and Nominating Committee of our Board of Directors has formal oversight of Environmental, Social, and Governance (ESG) matters, including receiving periodic updates from the management team responsible for such activities.

Reporting to the Board Governance and Nominating Committee, the Company's Executive ESG Committee reviews and monitors major initiatives and strategies to address climate-related risks and opportunities. Members include our Chief Administrative Officer (as the Chair), Chief Financial Officer, and General Counsel, along with company representatives from other areas of the organization.



STRATEGY

As a monoline workers' compensation carrier, material climate change and environmental risks are primarily limited to:

1. the potential impacts to our investment portfolio over time, and
2. while not proven to be directly correlated with the effects of climate change, a catastrophic seismic event.

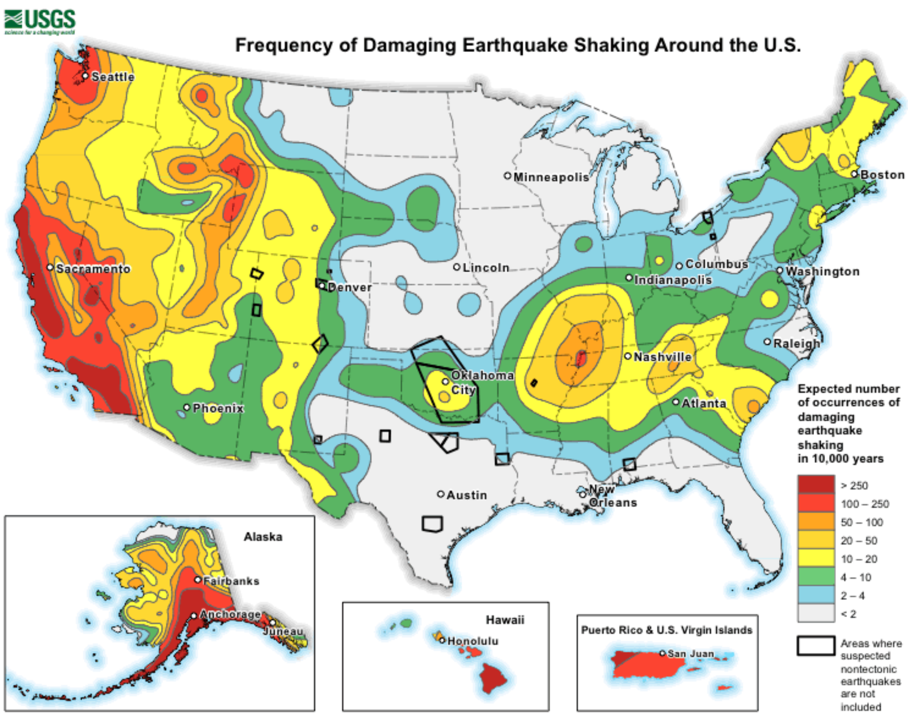
What risks have we identified?

Investment climate-related risks include potential costs associated with continuing to hold assets that may have exposure to the effects of climate change and a shifting global economy. Increasing credit risk and limited growth opportunities, as well as the potential reputational risk of maintaining a high concentration of assets in a given industry or sector, all have the potential to negatively impact us as an organization.

The Company's largest exposure to natural catastrophes is currently a major U.S. earthquake, particularly if such an event were to occur during normal business hours. This is because earthquakes cannot be predicted and have the potential to impact a large geographic area. Further, California, where 45% of our in-force premiums are currently generated, is home to two-thirds of our nation's earthquake risk.

What are some opportunities?

Climate-related opportunities include the ability to participate in the global transition to a low-carbon economy and the potential to capitalize on efficiencies, innovation, and growth that will extend beyond industries like energy and transportation.



How do we use this information?

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. Providing capital to sectors that support innovation and a transition toward a net-zero carbon economy is an important mission for the Company.

Each of our Investment Managers are signatories to the United Nations Principles for Responsible Investment Group (PRI), an independent, nonprofit 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. ESG criteria are components of those considerations over the short, medium, and long-term investment horizons.

Over the past several years, the Company and our Investment Management Team, have incorporated California's Carbon Initiative into its investment strategy, which was designed to reduce the insurance industry exposure to fossil fuel-based investments.

Lastly, the catastrophic loss models that we rely on to identify the potential for exposure to the organization also consider the potential risks associated with climate change. Although not proven to be directly correlated to climate change, the Company's largest exposure to natural catastrophes is U.S. earthquake risk, and the Company purchases a significant amount of catastrophe reinsurance annually to address this risk.

How resilient are we?

The Company continually analyzes our investment portfolio exposure to climate-related risks. That analysis allows us to conduct a series of climate-related scenarios and consider the potential impact to our portfolio, our policyholders' surplus, and our statutory net income.

The results of these analyses indicate that the value and liquidity of the Company's investment portfolio and associated revenues could be significantly impacted by various climate scenarios. The Company is currently working with its Investment Managers in order to gain the ability to evaluate and measure both the climate-related challenges and the range of potential outcomes as well as the uncertainty with which the Company may need to contend.

Despite these challenges and uncertainties, the range of possibilities suggests that our analytical approach toward a well-diversified investment portfolio and our minimal exposure to direct climate-related risks should continue to enhance the Company's resilience as we adapt to the impacts of climate change.

The Company also analyzes our business exposure to climate-related risk by closely monitoring our modeled risk to a severe U.S. earthquake event. Our internal guidelines call for our probable maximum loss for a 1 in 250-year catastrophic event (a 0.4% chance of occurrence) to be less than 20% of our pre-event capital. Currently, our reinsurance coverage for such a loss comfortably exceeds that guideline, and we believe that our current reinsurance could withstand a greater than 1 in 1,000-year U.S. earthquake occurrence (a 0.1% chance of occurrence).

Based on the above modeling, we believe our current level of catastrophic reinsurance is more than adequate to protect the Company from experiencing a rating downgrade, an adverse regulatory action, reputational harm, and/or potential insolvency.

RISK MANAGEMENT

How do we identify, assess, and manage climate-related risks?

As part of our comprehensive Enterprise Risk Management (ERM) Program, we maintain and actively monitor a risk register of strategic, operational, and physical risks to determine what the most significant risks are to the organization, what controls are needed to address these risks, and what the current and potential impacts are. This process includes both catastrophic and financial risk modeling. The Executive ESG Committee has responsibility for the identification and assessment of current and emerging climate-related risks broadly across the organization. Once identified, they are incorporated into our ERM Program, elevated to the Governance and Nominating Committee, and are then assigned to the appropriate operational areas to be addressed.

The Governance and Nominating Committee maintains ultimate responsibility for oversight of climate-related risks and coordinates with the Executive ESG Committee as appropriate.

METRICS & TARGETS

Our Investment Portfolio

As related to our investment portfolio, and after the most recent evaluation of our fixed income and equity portfolios, 68% of our covered fixed income securities and 65% of our covered equity securities are rated "A" or above, or within the top three of seven tiers of the MSCI ESG rating scale. Our overall industry weighted MSCI ESG[1] portfolio score also exceeds our associated benchmarks[2,3]. Our target is to be rated no less than an "A" in terms of our MSCI ESG rating to ensure that the Company can effectively manage its financial risks from climate change within its investment portfolio.

What is our carbon footprint?

The greenhouse gas (GHG) protocol establishes comprehensive global standardized frameworks to measure and manage GHG emissions from private and public sector operations and is the world's most widely used GHG accounting standard. This TCFD Report includes the organization's accounting for Scope 1 (mobile sources of emissions), Scope 2 (purchased energy), and limited Scope 3 (business-related travel) GHG emissions as well as a calculation of our overall carbon intensity.

Scope 1 GHG emissions for us are represented by our fleet vehicles and the associated miles driven in the calendar year. We anticipated an increase coming out of the pandemic-related travel reductions still in place during portions of 2021, and that is reflected in this year's reporting. Using the

[1] Sourced from MSCI ESG Research LLC

[2] Equity benchmark - Russell 1000

[3] Fixed income blended benchmark - 70% Bloomberg US Intermediate Aggregate Index, 15% JP Morgan CLOIE Post Crisis AAA Index, and 15% BBG Intermediate Taxable Municipal Bond Index

U.S. Environmental Protection Agency's (EPA) Center for Corporate Climate Leadership calculator, the 275,400 reported miles driven in 2022 represent **Scope 1 GHG emissions of 96 metric tons (MT) of Carbon Dioxide Equivalent (CO2e).**

Our Scope 2 emissions include purchased energy at all our facilities. The same EPA calculator is used for this portion of our carbon footprint and considers our office sizes, varying energy efficiency in each region across the country, and overall kilowatt hours (kWh) of electricity purchased. Our **Scope 2 emissions for 2022 were 538MT of CO2e.**

According to the U.S. Energy Information Administration, the national average for office spaces like ours is 15.9 kWh/sq ft annually. Our average over all facilities was 12.5 kWh/sq ft in 2022, significantly less than the national average.

There is also a carbon footprint associated with our business travel, and we believe it's important to have awareness as to what that footprint is. Our limited Scope 3 reporting for this year includes both our air travel and hotel usage, and our goal is to accurately estimate the environmental impact of this activity and its impact on our business.

Our **air travel represented about 310MT of CO2e** and our **hotel stays generated roughly 42MT of CO2e**, for a total of approximately **352MT CO2e for our limited Scope 3 emissions in 2022.**

Comparing our carbon intensity to last year's reporting, our Scope1 and Scope 2 emissions in 2022 yielded 0.90MT of CO2e/$M in net written premium vs. 0.91MT last year, representing a slight decrease in our overall carbon intensity.

Scope 1

96

metric tons CO_2e

Scope 2

538

metric tons CO_2e

Scope 1 + 2

0.90

metric tons CO_2e / $M of NWP

Net Written Premium (NWP)

Scope 3

352

metric tons CO_2e

* Source: eia.gov/consumption/commercial/