



NASSAU

Environmental, Social, and Governance

August 2025

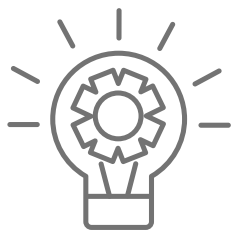
Strategy & Commitments

Our Commitment

Nassau recognizes that a strong **Environmental, Social, and Governance (ESG)** program can deliver added value to our company, investors and customers, communities, and other stakeholders by facilitating cost reduction, increased productivity, and optimization of our investments and assets. Our ESG strategy impacts our long-term success and positions us for more robust top-line growth by focusing our efforts on sustainability, efficiency, and credibility.

We are dedicated to serving all our stakeholders by conducting business with integrity and a risk-centric mindset while being environmentally and socially responsible. We have a long-standing commitment to the standards that form the basis of our ESG strategy and continue to innovate and incorporate them into our broader corporate actions, policies, and programs.

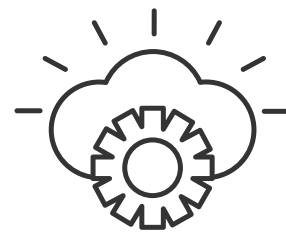
We focus on six priority areas:



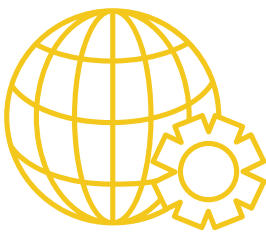
Risk Management



Investment Management



Climate Change Risk



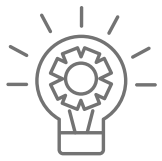
Cybersecurity



Diversity, Equity, and Inclusion



Governance



Risk Management

At its core, insurance is about risk.

Insurance companies like ours seek to optimize and balance various levels of risk and return. Managing that risk is a normal part of Nassau's course of business, and each part of our company engages in daily risk management activities.

We actively manage business practices within an established Enterprise Risk Management (ERM) framework. We adhere to our ERM risk assessment procedure that details risk governance roles while **identifying, prioritizing, measuring, and monitoring risk throughout the organization** to protect our employees, customers, and stakeholders. Our risk management oversight includes a focus on four key areas including, but not limited to:

Financial

Integrity of Financial Reporting



Business

Cybersecurity and IT Infrastructure



Investment & Markets

Portfolio Construction and Climate Change Risk



Governance & Strategic

Corporate Governance and Human Resources



Investment Management

We aim to prudently invest policyholder premiums and stakeholders' capital to achieve attractive risk-adjusted investment returns to meet policyholder and debtholder obligations, as well as provide an appropriate return for our equity stakeholders. Nassau evaluates material ESG factors, along with other relevant factors, as part of its overall investment management process.

We recognize that ESG factors have had, and will continue to have, the potential to be financially material to our risk profile and the performance of our investments. ESG has become a driver of new government regulation, consumer and investor behaviors, and innovation. Our investment strategy and ESG Investment Philosophy, Strategy, and Process consider these influences and the merit they bring to achieving our investment goals. Nassau tailors its ESG investment strategy to meet individual client needs when managing investments for its institutional asset management clients.

Nassau has pledged **200 million dollars*** in renewable and clean energy investments and became a UN PRI signatory in February 2023, furthering our commitment to positive environmental change and sound investment strategies.

* 5 year pledge (2022-2027)

Climate Change Risk

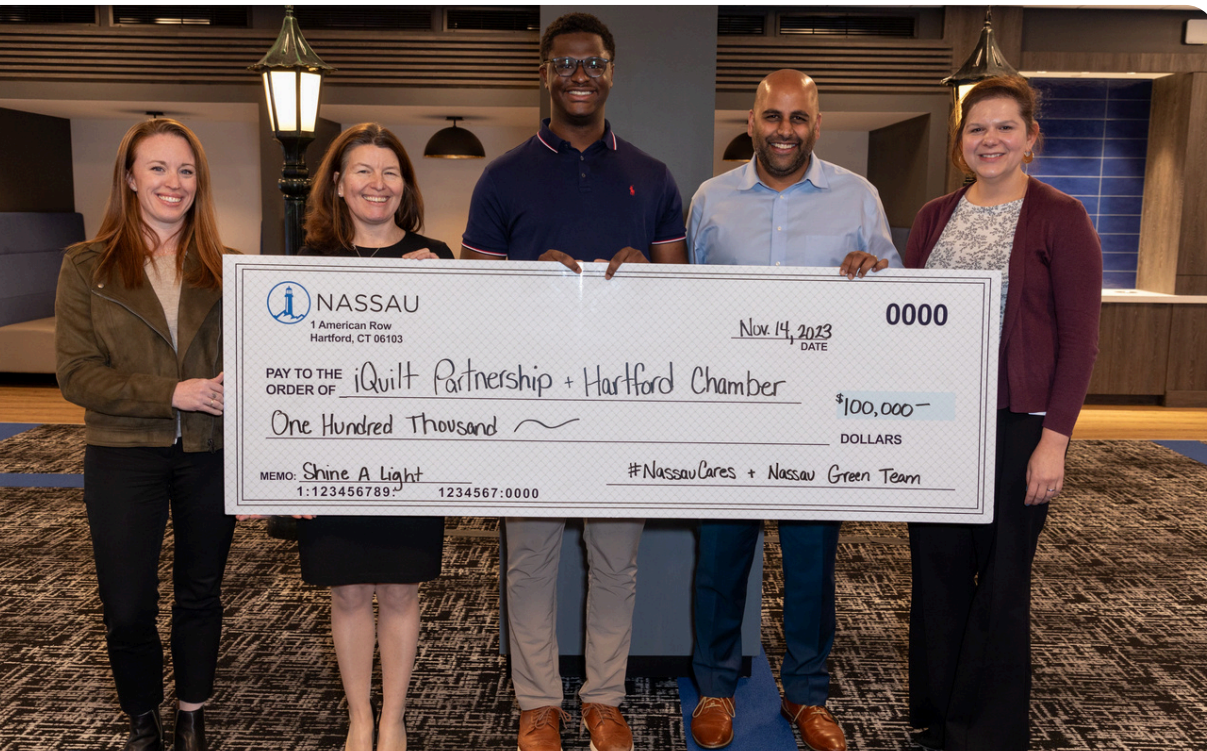


We incorporate climate-sensitive decision-making into our risk management strategies and integrate the consideration of climate change risk at the highest levels of the organization. Nassau also participates in the NAIC Climate Risk Disclosure Survey's reporting and disclosure requirements.

We **support environmentally focused organizations** financially and with employee volunteers. This includes contributions to improve the energy efficiency of several community partners, including the Bushnell Park Carousel, Golden Gate National Parks, Hands on Hartford, Holcomb Farms, Levo International, and Make-A-Wish Connecticut. The capital improvements contribute to the organization's sustainability and efficiency while positively impacting the environment.

Our Corporate Services Team drives our corporate sustainability program by prioritizing our buildings' energy efficiency and waste reduction. The team also oversees the care of our innovative rooftop garden, located at our headquarters office. The garden reduces the heat island effect and stormwater runoff into the city's drainage systems and the nearby Connecticut River. It is a natural habitat for wildlife and reduces noise and air pollution in the heart of our capital city.

Employees are encouraged to take an active role in our environmental stewardship by adhering to a hybrid work schedule, leveraging our pre-tax commuter benefits programs, and participating in the **Nassau Green Team**. This employee group comprises more than two dozen employees who advocate, volunteer and lead environmentally focused initiatives and educational opportunities on behalf of the company.



**NASSAU
GREEN TEAM**

Shine a Light on Nassau's \$100,000 donation to replace and improve street pole lighting in Downtown Hartford.

Photo: Nassau team members with Hartford Mayor Arunun Arulampalam and iQuilt Program Manager Amir Johnson.



50% of employees have volunteered in one or more company-sponsored event



Cybersecurity

Nassau holds itself accountable for the benefit of its customers, affiliates, regulators, Board of Directors, and the general public. Maintaining the confidentiality, integrity, and availability of Nassau's systems, data, and assets is paramount to upholding the principles and tenets fundamental to our success.

Nassau recognizes that **many depend on our ability** to keep our operations safe and running smoothly. A strong and comprehensive cybersecurity program safeguards our data and systems from unauthorized access, theft, or manipulation.

We adopted the National Institute of Standards and Technology Cybersecurity Framework to effectively preserve information confidentiality, integrity, and availability with coordinated efforts throughout our information systems. We prioritize **protecting our data** through information, application, and network security standards, tools, processes, and controls. We maintain sound business recovery measures and a robust program to educate our employees on cybersecurity.



Diversity, Equity, and Inclusion



We embrace the differences that make our employees unique. We build our workforce by recruiting diverse talent from targeted resources and **instilling a company culture** that encourages exchanging ideas and dialogue. In connection with our ESG strategy, Nassau has adopted a Diversity, Equity, and Inclusion Program to drive long-term success and sustainability.

We are committed to enhancing our DEI efforts by:

- Offering robust employee training and education programs focused on job-related skills and professional, leadership, and management development across the company
- Assessing compensation levels across the organization and conducting annual reviews to ensure our talent is paid competitively and is rewarded for strong performance
- Fostering a culture of holistic health through personalized 1:1 health and wellness coaching, free access to a state-of-the-art fitness center, and frequent company-wide communications and webinars focused on general health, nutrition, environmental awareness, mental and physical health, financial well-being, stress management, and mindfulness, to name a few.
- Providing tuition assistance to employees pursuing advanced degrees and professional designations to advance their careers
- Encouraging employees to uplift their community by allowing 40 hours per year of paid time to volunteer with non-profit organizations that are meaningful to them
- Supporting employee resource groups in taking a leadership role in creating education, inclusiveness, collaboration, and mentorship opportunities
- Recruiting diverse candidates through strategic partnerships with organizations and schools

Our DEI Commitment Statement:

Nassau aspires to foster a welcoming community of employees from diverse backgrounds with unique perspectives. We believe that diversity, equity, and inclusion should remain central in our daily work experience and understand that we all play a role in making DEI a part of everything we do. We recognize that recruitment, retention, and support of a diverse work environment are fundamental to achieving our organizational and professional goals, driving a strong culture of entrepreneurship, and enhancing our innovative efforts. The collective sum of our unique capabilities, life experiences, self-expression, perspectives, and knowledge enriches our workplace and community and enhances our legacy.



Corporate Governance

We are committed to adhering to all applicable legal and regulatory requirements, and the **highest professional and ethical standards** are embedded in our corporate values. We serve our clients, colleagues, stakeholders, and communities by conducting business with integrity and transparency, and we voluntarily and proactively provide access to our reporting and financial statements.

In 2022 we established an **ESG Committee** to monitor, report, and expand on Nassau's corporate social responsibility initiatives and ensure alignment with our long-term goals.

In addition, our employees:

- have access to our CEO and other C-Suite leadership
- receive frequent company-wide written communications from our CEO
- attend quarterly "All Hands Meetings" led by our CEO and C-Suite leadership
- acknowledge our Code of Conduct and Business Ethics annually
- have easy access to our digital Employee Handbook
- can call a confidential hotline to report violations and grievances



*Some steering committee members of **Women of Nassau**, an employee resource group whose mission is to foster and support the professional development, growth, and advancement of women working at Nassau through events, coaching, mentoring, and candid dialogue on gender and diversity in the workplace.*

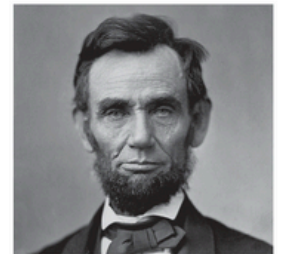
About Nassau:

Nassau Financial Group was founded in 2015 and carries a legacy from 1851. We are a financial services company with a fully integrated platform across insurance and asset management.

Nassau is always working harder to be your carrier of choice. We offer insurance products that can help people meet retirement goals, such as protecting savings, delivering guaranteed income, and paying for health care costs.

“ WORKING HARDER TO BE YOUR CARRIER choice ”

We seek to keep things simple and will have your back in the years to come. We have been doing this a long time - **170+ years** - but we remain humble enough to always try to improve.



Our Rich History

We insured Abraham Lincoln and paid the claim to his survivors.

\$25.5B

Assets Under Management

363,000

Policies and Contracts

\$1.6B

Total Adjusted Capital

550+

Employees


170+

Year Legacy

Headquartered in
Hartford, Connecticut

"The Insurance Capital of
the World"

For Nassau Financial Group as of 6/30/2025.

 **Trustpilot**
Excellent Rating
Rated 4.9 / 5.0 Stars
More than 6,800 Reviews



NASSAU

Nassau Financial Group
One American Row
Hartford, CT 06103
nfg.com

Rating for Nassau Financial Group as of 6/30/2025, subject to change.
Source: www.trustpilot.com