

A future worth protecting

**2021 Global Atlantic Environmental, Social
and Governance (ESG) Report**

About this report

This report contains information about The Global Atlantic Financial Group LLC (Global Atlantic, Company, we, our, us) ESG framework with a focus on highlights for the 2021 calendar year, unless otherwise noted.

In 2021, we focused our efforts on ESG matters that we believe are most relevant and most impactful to our business as a retirement and life insurance company, and our stakeholders. We are committed to continuous learning and expect our efforts to evolve as we monitor ESG policy developments and best practices.

February 2022

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Company at a glance

Global Atlantic is a leader in the retirement and life insurance industry, serving the needs of individuals and institutions. With differentiated investment and risk management capabilities, deep client relationships, and a strong financial foundation, the Company has established a track record of delivering proven, value-added solutions and long-term growth. Global Atlantic is a majority-owned subsidiary of KKR, a leading global investment firm that offers alternative asset management across multiple strategies and capital markets solutions. KKR's parent company is KKR & Co. Inc. (NYSE: KKR). Global Atlantic is the marketing name for The Global Atlantic Financial Group LLC and its subsidiaries.

Additional information

Please visit our website for additional information on our history and capabilities. globalatlantic.com

Please view our current and historical GAAP and Statutory financial statements here: globalatlantic.com/financial-statements

A Message from our Chairman & CEO



For Global Atlantic, prioritizing key Environmental, Social and Governance (ESG) considerations has been a focus since inception. In 2021, we took very important steps to formalize our efforts, including preparing our first annual ESG report.

Our purpose as a leading retirement and life insurance company is rooted in making a difference in people's lives. When I founded the business in 2004, one of the things that attracted me to the insurance industry was its long-term nature. I have a deep respect for the promises we make to our policyholders and clients, which can last for decades. With this in mind, we have thoughtfully and patiently built the business with sound governance practices, a balance sheet to perform across market cycles and a strong sense of integrity in our role as corporate citizens on behalf of our employees, clients and policyholders, investors and communities.

This report seeks to demonstrate our progress in integrating key ESG considerations into our strategy and operating principles. In the following pages, I invite you to explore our efforts in 2021. We look forward to updating you on our progress.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Allan', written in a cursive style.

Allan Levine

Chairman & CEO

The Global Atlantic Financial Group LLC

Our Values

Our Mission: To address the financial needs of our clients through compelling solutions that are built on our unique heritage and expertise in investment and risk management.

Our Vision: As a leading retirement and life insurance company, we will continue to deliver clear value to our clients and long-term value to our shareholders.

Our People: We attract the best people, we commit to their development and engagement, and we create an environment of opportunity where we can all succeed together.



Integrity

We are honest, fair, and transparent in all we do. We choose the right way over the easy way.



Teamwork

We collaborate to solve problems and make decisions.



Diversity

We strive to foster a diverse workforce and an inclusive and equitable workplace, bringing together different perspectives to reach the best outcome.



Innovation

We are intellectually curious. We seek to develop creative solutions for our clients.



Client Focused

We work relentlessly to bring value to our clients.



Excellence

We set the highest standards of performance to ensure we deliver the best of Global Atlantic each day.

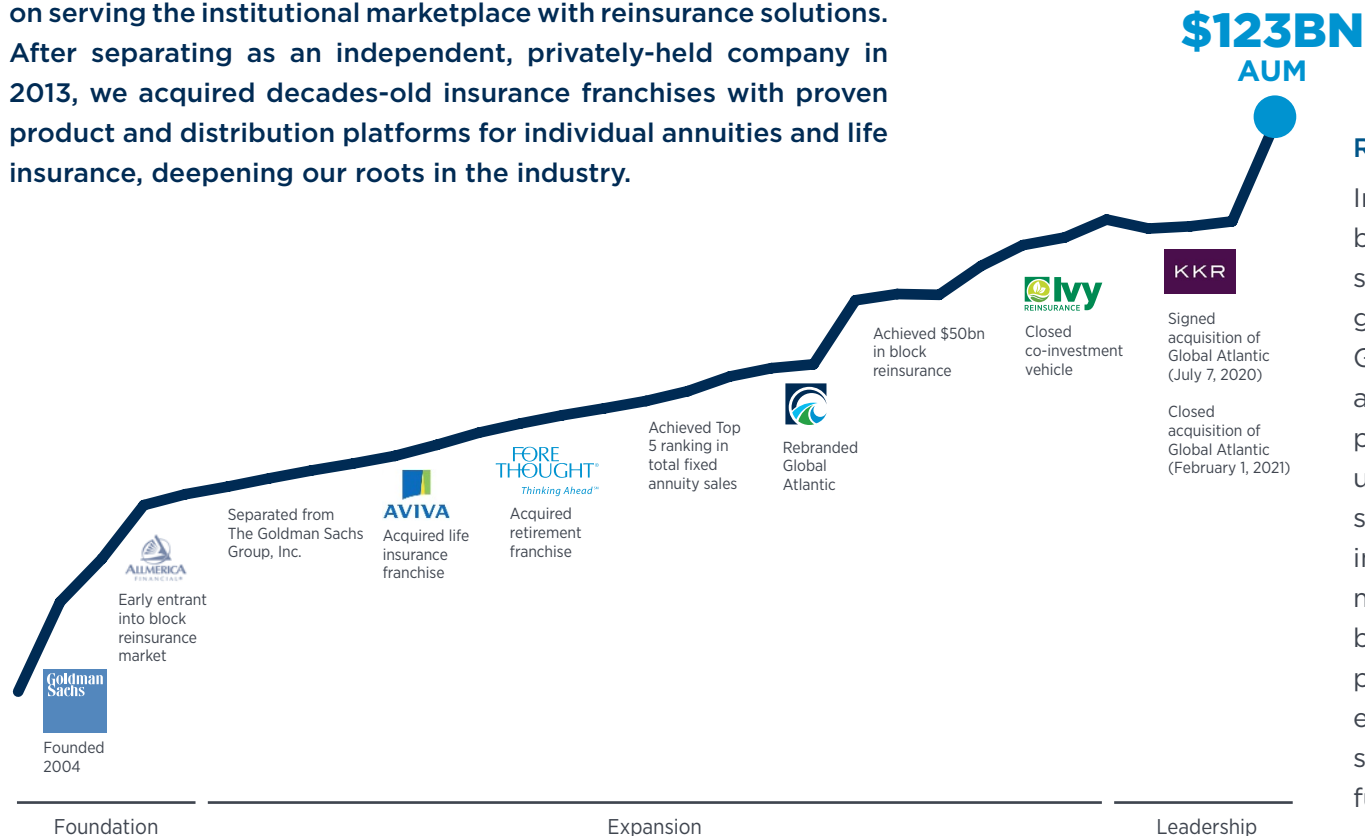


Stewardship

We act as owners of this business. We commit to preserving and growing the assets entrusted to us, and we deliver on our promises.

Our History

Global Atlantic was founded at Goldman Sachs in 2004, focused on serving the institutional marketplace with reinsurance solutions. After separating as an independent, privately-held company in 2013, we acquired decades-old insurance franchises with proven product and distribution platforms for individual annuities and life insurance, deepening our roots in the industry.



Ready for Tomorrow

In 2021, Global Atlantic became a majority-owned subsidiary of KKR, a leading global investment firm. While Global Atlantic operates as a standalone business, our partnership with KKR affords us a long-term capital structure and differentiated investment and risk management expertise. We believe these capabilities provide Global Atlantic with even greater flexibility and strengthen our position for future growth.

As of December 31, 2021.

Our 2021 Response to Covid-19

Supporting Our Employees

The safety of our employees remains our top priority. We closely monitor Covid-19 developments in consultation with KKR and Dr. Stephen Ostroff, the former Acting Commissioner of the U.S. Food and Drug Administration, who has dedicated his career to promoting and protecting public health. We will continue to modify our in-office capacity in accordance with CDC, state and local guidelines.

We remain committed to consistent and thoughtful transparency. Throughout the Covid-19 pandemic, we hosted regular “open mic” sessions with our Management Committee and facilitated feedback surveys. In 2021, we provided the following benefits to show our appreciation to our employees for their dedication and resilience through a challenging working environment:

- Offered emergency leave and paid time off for employees that required extra time to care for dependents and for vaccination-related needs.
- Amended our health plan to cover 100% of Covid-19 testing and treatment costs and expanded virtual care options for our employees.
- Paid a series of monthly stipends to help offset the expense of running a home office, including reimbursement for mobile telephone services.
- Provided two Employee Appreciation Days, extending Memorial Day and Labor Day holiday weekends.

Serving Our Communities

Our Bermuda office contributed 1,700 rapid Covid-19 tests to help the Ministry of Education re-open Bermuda schools in Fall 2021, which were closed since Spring 2020.

“We are very pleased to help the community in this important initiative. Re-opening of the public schools is critical for both the youth in the community and their working parents. We look forward to continuing to find additional ways to work with the government and the broader Bermuda business community to support important local priorities.”

Darryl Herrick, Co-Head of Reinsurance and President of Global Atlantic Re

Our Batesville office team members volunteered at a Covid-19 vaccination center in support of local Indiana health care workers (March 2021).



“We are honored to serve our community and proud to represent Global Atlantic at these events.”

Deb Kohrman, Batesville Site Leader

Board
OversightManagement
OversightConduct, Ethics
& ComplianceData Privacy
& Security

Promoting Sound Governance



By promoting sound governance and embedding a culture of risk management across our organization, we believe we are well positioned to honor our policyholder obligations, deliver value to stakeholders and protect the value of our franchise over the long term.

Board Oversight
Management Oversight
Conduct, Ethics & Compliance
Data Privacy & Security

Board Oversight

Our Board of Directors provides strategic oversight of Global Atlantic. Led by our Chairman & CEO, our Board of Directors also consists of independent directors and representatives from KKR. Collectively, we believe the Directors possess the deep knowledge, experience and judgment to oversee our business.




































Corporate Governance

As part of our commitment to Corporate Governance best practices, our Board of Directors has adopted a formal written set of Corporate Governance Guidelines. The Guidelines reflect the Board's commitment to oversee the effectiveness of decision-making at both the Board and management levels, and to provide a framework for governance of Global Atlantic. The Guidelines set forth that Directors must promote the interests of Global Atlantic and oversee our business, strategy and risk management.

ESG Oversight

Recognizing the importance of governance and ESG matters, our Board of Directors formed a Nominating & Governance Committee in 2021 and has delegated primary oversight of ESG matters to the Nominating & Governance Committee. Led by our Chairman & CEO, the Nominating & Governance Committee complements the other committees of the Board, each of which focuses on a key strategic area of the business.

Board of Directors

BOARD MEMBER	INVESTMENT	AUDIT	COMPENSATION	RISK	NOMINATING & GOVERNANCE	OPERATIONS & TECHNOLOGY	SPECIAL TRANSACTION REVIEW
 Allan Levine							
Joseph Bae							
Suzanne Donohoe							
Kevin Felix							
John Graf							
Craig Lee							
Scott Nuttall							
Douglas Pauls							
Catherine Smith							
Richard Spencer							



Chair



Member



Chairman of the Board

Independent Directors listed in green

As of December 31, 2021.

Board
Oversight

 Management
Oversight

 Conduct, Ethics
& Compliance

 Data Privacy
& Security

Management Oversight

Our founder-led team of executives are the architects of our business strategy, with extensive and diverse experience across insurance, strategy and M&A, capital markets and asset management.

Management Oversight

As set forth in the Corporate Governance Guidelines adopted by our Board of Directors, Global Atlantic has implemented a committee framework to structure the day-to-day management of its business. Global Atlantic has formed a Management Committee, which is led by our Chairman & CEO and comprised of the executive team shown here.

The Management Committee meets weekly to manage and oversee all aspects of Global Atlantic's business. Global Atlantic's executive leaders serve as chairs of the committees built around the key functional areas of our business. These six primary functional areas include:

- Legal, Compliance & Regulatory
- Human Resources
- Finance & Risk
- Operations & Technology
- Products
- Investments

25+

 years

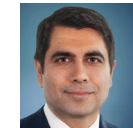
Global Atlantic is managed by seasoned leadership with more than 25 years average experience in the financial industry.



Allan Levine
Chairman and CEO
2004



Rob Arena
Co-President
Head of Individual Markets
2014



Manu Sareen
Co-President,
Head of Institutional Markets
2006



Anup Agarwal
Chief Investment
Officer
2019



Padma Elmgart
Chief Technology
Officer
2019



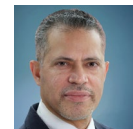
Kim Lee
Chief Financial
Officer
2004



Paula Nelson
Individual Markets
Head of Strategic Growth
2014



Daniel O'Shea
Chief Administrative
Officer
2016



Samuel Ramos
Chief Legal Officer,
General Counsel & Secretary
2004



John Rugel
Chief Operations Officer
2019



Philip Sherrill
Chief Strategy Officer
2007



Edward Wilson
Chief Risk Officer
2019

As of December 31, 2021.

For executive bios, please visit www.globalatlantic.com/meet-global-atlantic/leadership.

Board
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Conduct, Ethics & Compliance

Global Atlantic's policies and training are in direct alignment and support of the current and future employment needs of our employees. We regularly assess policies and training to identify opportunities for efficiency.

Corporate Code of Conduct & Ethics

Global Atlantic is committed to conducting business with the highest ethical standards. We are honest, fair and transparent in all aspects of our business, and we deeply value our reputation and customer relationships. We must be unwavering in our commitment to perform in a manner that is in keeping with our business principles.

It is critical that our employees understand their responsibilities for conducting business in accordance with Global Atlantic's policies, procedures and ethical standards. The Global Atlantic Corporate Code of Conduct and Ethics (Code of Conduct) is intended to provide our employees, Board of Directors and all individuals engaged by Global Atlantic to conduct business on the Company's behalf, with clear understanding of the principles of business conduct and ethics that are expected of them.

In addition to the Code of Conduct, Global Atlantic has a comprehensive set of policies to address specific topics, including workplace safety, anti-corruption and anti-money laundering, personal account trading, political contributions and activities, privacy, and policy against harassment. These policies and procedures, as well as the Code of Conduct, are readily accessible to employees on our internal website and provide guidance in adhering to both the letter and the spirit of all applicable laws, rules and regulations.

It is each employee's responsibility to conduct themselves in an ethical business manner. If an employee is aware of any breach of the Code of Conduct, they are obligated to report their concern

to a member of our Legal and Compliance Department or the Human Resources Department. Alternatively, employees may contact our outside reporting service, 24 hours a day, 7 days a week at a toll-free number or online. This service provides for confidential and/or anonymous reporting of concerns. Global Atlantic prohibits retaliation of any kind against individuals who, in good faith, report concerns.

The ultimate responsibility for maintaining our Code of Conduct rests with each of our employees. As individuals of personal integrity, we can do no less than to behave in a way that will continue to bring credit to ourselves and our Company.

Our Chief Compliance Officer and General Counsel for Ethics is responsible for overseeing the administration and enforcement of the Code of Conduct and Ethics.

Compliance Training

Our Compliance Department has developed a comprehensive compliance training program to deliver training throughout the year for all Global Atlantic employees, including annual Code of Conduct training. The Compliance team maintains detailed training metrics and tracks employee completion of all required training. The Compliance team reviews the training curriculum annually and updates it as appropriate to include current and emerging regulatory, ethical and compliance issues.

In addition to Code of Conduct training, all Global Atlantic employees are required to complete individual training courses each year on Financial Crimes and Fraud, Preventing Harassment in the Workplace, Records Management and Cybersecurity.

Board
Oversight

 Management
Oversight

 Conduct, Ethics
& Compliance

 Data Privacy
& Security

Data Privacy & Security

Cyber Risk

Global Atlantic utilizes wide-ranging security measures to preserve the confidentiality, integrity and availability of information entrusted to us by all parties that conduct business with us. These measures include written policies, controls, standards and processes, protection and detection systems, awareness and training, and security risk assessment of both our Information Security program and third parties.

Our Information Security Program is premised upon the National Institute of Standards and Technology Cybersecurity Framework, NIST 800 Series publications and industry best practices. Our Chief Information Security Officer (CISO) is accountable for maintaining the Information Security Program and all cybersecurity-related activities within Global Atlantic. Our CISO works in partnership with our Chief Privacy Officer in maintaining privacy-related safeguards and oversight within Global Atlantic. Our CISO provides reporting on the state of the cybersecurity program, any matters that have been identified, and plans to remediate such matters to our Board of Directors and the Risk Committee on a regular basis.

Key Components of the Information Security Program

- Maintain information security policies, controls and standards.
- Present the state of our Information Security Program to our Management Committee and Board of Directors on a regular basis and in compliance with cybersecurity and other legal and regulatory requirements.
- Conduct ongoing risk assessments, including third-party risk assessments, penetration testing and vulnerability scanning.
- Partner with teams across Global Atlantic to enhance technical safeguards and protect our information assets based on risk.
- Maintain our information security incident response plan and coordinate with relevant functional to test the plan (at least annually) and adjust the plan, if necessary.
- Provide continuous cybersecurity awareness training to all employees, including through our Annual Data Privacy and Cybersecurity Awareness Month.

Responsible Investment Practices



Since 2016, Global Atlantic has established a presence in renewable energy investing, primarily through the financing of utility scale and residential solar energy projects.

We, in partnership with our asset managers, believe that the consideration of ESG factors is integral to a holistic investment approach.

In connection with the development of our firmwide ESG Framework, we will seek to improve our commitments to sustainability across our investment portfolio and operational footprint.

Responsible Investment Statement

Introduction

The Global Atlantic Financial Group LLC and its subsidiaries (“Global Atlantic”, “Company”, “we”, “our”, “us”) are pleased to publish our Responsible Investment Statement.

The purpose of this statement is to communicate our investment approach, including the consideration of Environmental, Social and Governance (“ESG”) factors, to our key stakeholders.

Investment Approach

Core to our investment approach is the pursuit of what we believe are high quality, diversified assets that are well-matched to our liabilities and are expected to earn a yield in excess of the cost of our policyholder obligations.

Global Atlantic has approximately \$123 billion of assets under management as of December 31, 2021. We primarily invest in U.S. dollar denominated fixed income securities, loans and income-generating assets.

We prioritize risk management in our investment approach. We seek to identify, evaluate and manage risks to the asset value and credit quality of our long-term investments in order to create value for our investors, communities and employees, and honor policyholder obligations across economic cycles.

Asset Managers

Our assets are managed by Kohlberg Kravis Roberts & Co. L.P. (KKR), a subsidiary of KKR & Co. Inc. KKR has also engaged Goldman Sachs Asset Management LP (“GSAM”), a subsidiary of The Goldman Sachs Group, Inc. to manage Global Atlantic assets.

We believe both KKR and GSAM have demonstrated long-term commitments to responsible investment practices. For example, both KKR and GSAM are signatories of the United Nations’ Principles for Responsible Investment.

KKR’s Responsible Investment Policy, information about the tools KKR utilizes across the investment process, and KKR’s annual ESG, Impact and Citizenship Report are available at www.kkresg.com.

GSAM’s Statement on ESG & Impact Investing is available [here](#).¹

ESG Considerations

We, in partnership with our asset managers, believe that the consideration of ESG factors is integral to a holistic investment approach. We believe KKR and GSAM have thoughtfully integrated ESG factors into relevant investment strategies on behalf of Global Atlantic, and we expect our approach in partnership with them to evolve over time.

ESG Leadership & Governance

ESG matters across investing and corporate functions are managed day-to-day by the Global Atlantic Management Committee and overseen by the Global Atlantic Board of Directors. Our Board of Directors reviews ESG matters and has tasked its Nominating & Governance Committee with primary oversight of ESG activities, including management’s execution of our ESG strategy. This Committee generally meets on a quarterly basis.

At the Senior Leadership level, the ESG Working Group, with representation across Corporate Development, Risk, Investments, Legal, Compliance & Regulatory, Marketing and Human Resources, is responsible for our ESG strategy and expected to provide regular updates to the Nominating & Governance Committee and the Company’s Management Committee.

Our Responsible Investment Statement was approved by our Chief Legal Officer, Chief Investment Officer and the Company’s Investment Committee. This statement is approved on an annual basis. Ongoing compliance with this statement is managed by the Company’s Investment Committee.

¹ https://www.gsam.com/content/dam/gsam/pdfs/common/en/public/miscellaneous/GSAM_statement_on_respon_sustainable_investing.pdf?sa=n&rd=n

Climate

Investment Portfolio

Climate Risk

Global Atlantic considers climate change-related risks as part of our overall Enterprise Risk Management Framework. In 2021, we added climate risk to our Risk Taxonomy.

We are committed to continual learning and will seek to regularly reassess climate change-related risks, the degree to which those risks could affect our investment portfolio, and our responses to those risks. As an example, we work closely with one of our third-party asset managers to monitor the climate-related risks in our investment grade corporate bond portfolio, which is our largest asset class exposure. Within this portfolio, we have limited exposure to climate transition risk sectors, as defined by the Paris Agreement Capital Transition Assessment (PACTA), which are power, coal mining, oil and gas upstream sectors, auto manufacturing, cement, steel and aviation.

Renewable Energy Investing

Since 2016, we have established a presence in renewable energy investing, primarily through the financing of utility scale and residential solar energy projects. We believe the long-term, recurring, guaranteed payments from completed projects are consistent with our approach of investing in high quality assets that are well matched to our policyholder liabilities.

Operational Footprint

In 2021, we relocated our New York headquarters to the KKR offices at Hudson Yards, which has achieved Leadership in Energy and Environment Design (LEED) Gold certification. KKR incorporates its Hudson Yards operations within its firmwide greenhouse gas emissions tracking [here](#).¹

We have approximately 1,200 employees in offices across the U.S. and Bermuda. Our office spaces are leased and overseen by property management companies that strive to lessen the impact their facilities have on the environment through recycling and energy conservation measures.

In 2021, we installed touchless faucets to reduce consumption and improve hygiene, and prohibited purchases of any Styrofoam office supplies from our providers. We will strive to improve our operational practices and encourage environmental awareness across offices.

¹ <https://kkresg.com/assets/uploads/pdfs/KKR-Climate-Action-Report-TCFD-November-2021.pdf>



In 2021, we announced the sale of our equity ownership in Origis Energy, a large U.S. renewable energy platform, following a successful and impactful investment period. We remain a large and committed participant in the renewable energy investing space.

“We are pleased to have participated in Origis Energy’s great success story, first as an investor in its solar projects and later as the company’s largest outside shareholder. [Guy Vanderhaegen, CEO & President of Origis] has built a world-class team with strong focus on delivering the highest standards of service and execution, which has positioned Origis Energy well for continued long-term success as demand for clean power supply continues to increase.”

Anup Agarwal, Chief Investment Officer

Diversity, Equity
& InclusionEmployee
EngagementProfessional
DevelopmentCompensation
PracticesBenefits
& Wellness

Investing In Our Employees



Global Atlantic's Senior Leadership Offsite (October 2021).

At Global Atlantic, we devote a substantial amount of attention to attracting, retaining and supporting the career development of our exceptional talent. Beyond the execution of our strategy, we believe our long-term success as a leading retirement and life insurance company lies in investing in our people.

Our Chief Administrative Officer and dedicated Human Resources teams, including our Diversity, Equity and Inclusion (DE&I) Office, are responsible for guiding our DE&I, employee engagement, professional development and total rewards strategies.

**Diversity, Equity
& Inclusion**
**Employee
Engagement**
**Professional
Development**
**Compensation
Practices**
**Benefits
& Wellness**

Diversity, Equity & Inclusion

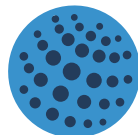
2022 – 2025 Executive Leader Actions

Deepening our commitment to diversity, equity and inclusion (DE&I) is a key strategic priority for Global Atlantic. Our ongoing efforts are focused on cultivating environments that celebrate, develop and nurture all backgrounds and experiences. We have established three pillars to accomplish this:



Our People

We will cultivate a diverse workforce that represents our marketplace to become an Employer of Choice



Our Community

We will advocate and support our community and marketplace through giving and strategic partnerships



Our Workplace

We will create an environment conducive to inclusion by developing strong infrastructure of support and accountability

Advocating for DE&I in the Industry and Capital Markets

We have demonstrated our commitments to an inclusive workplace where everyone is welcomed, valued and respected in the following ways:

- Our Chairman & CEO, Allan Levine joined the CEO Action for Diversity & Inclusion™ pledge and signed the Open Letter from Leaders of Partnership of New York City calling for racial equality in June 2020.
- Our senior leaders are engaged in industry trade group initiatives, including the American Council of Life Insurers (ACLI) Economic Empowerment & Racial Equity Initiative.
- Our sales leaders partnered with leading financial services firms and industry trade groups, including the Insured Retirement Institute (IRI), to establish the Coalition for Equity in Wholesaling in 2021. The Coalition is seeking to increase hiring, retention and career advancement of diverse wholesaling talent.
- We promoted diversity in the debt capital markets with the expansion of our bank syndicate for funding agreement backed notes to include minority, veteran and women-owned banks.

**Diversity, Equity
& Inclusion**
**Employee
Engagement**
**Professional
Development**
**Compensation
Practices**
**Benefits
& Wellness**
**Women's
Business
Network**
**Asian
Business
Network**
**Black
Business
Network**
**Pride
Business
Network**
Diversity Business Networks

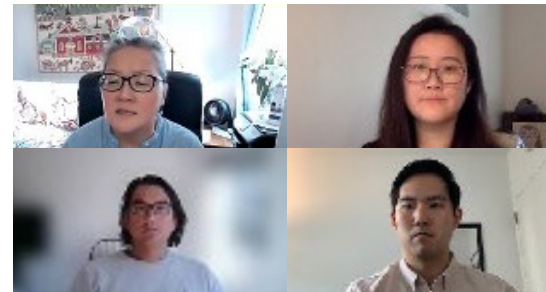
Our Diversity Business Networks (DBN) are organized and led by our employees, and co-sponsored by executive leadership, including our Chief Financial Officer, Chief Operations Officer, Chief Technology Officer and Chief Risk Officer.

The purpose of our DBNs is to promote engagement and assist in driving initiatives across Global Atlantic. Our DBNs strive to enhance awareness by providing forums to share and learn from the experiences and perspectives of our Global Atlantic colleagues. We plan to expand our DBN representation in connection with employee engagement over time.

Select highlights from 2021 events:



Our Women's Business Network hosted a panel discussion on International Women's Day with Paula Nelson, Individual Markets Head of Strategic Growth (bottom left), and Christine D'Agostino, KKR Global Head of Enterprise Risk Management (bottom right) (August 2021).



Our Asian Business Network, co-sponsored by Kim Lee, Chief Financial Officer (bottom left) and Padma Elmgart, Chief Technology Officer (not pictured) hosted a panel discussion featuring Jo-Ann Yoo, Executive Director of the Asian American Federation, in the wake of violence across the country (March 2021).



Our Diversity Business Networks co-sponsored a Career Stories discussion with Suzanne Donohoe, KKR Global Head of Strategic Growth (top left) (June 2021).



Members of our Des Moines Employee Engagement Advisory Council participated in a Pride Parade (June 2021).

As of December 31, 2021.

**Diversity, Equity
& Inclusion**
**Employee
Engagement**
**Professional
Development**
**Compensation
Practices**
**Benefits
& Wellness**

Affinity Engagement

We acknowledge and celebrate the diversity of our employee population through internal communications, networking opportunities and Company-sponsored events. Our Affinity initiative is critical to illustrate firmwide allyship.

Juneteenth

Beginning in 2021, we were proud to recognize Juneteenth as an annual company holiday to reinforce our commitment to racial equity. This was an important milestone in our continuous effort to forge an inclusive culture at Global Atlantic.

We were proud to serve as a corporate sponsor of a Juneteenth Celebration hosted by The Amistad Center for Art & Culture at the Wadsworth Atheneum Museum of Art in Hartford. All employees were encouraged to attend the event and reflect on a day away from the office rooted in purpose.

KKR Conversations

In partnership with KKR, Global Atlantic employees were invited to participate in the KKR Conversations series in recognition of affinity months. Select highlights from 2021 included:

- **Pride Month:** A conversation with Ken Mehlman, KKR Global Head of Public Affairs & Co-Head of KKR Global Impact, and Amit Paley, CEO & Executive Director of The Trevor Project, a leading national organization in the U.S. providing crisis intervention and suicide prevention services to LGBTQ young people under 25.
- **Hispanic Heritage Month:** A conversation with Ken Mehlman and Elisa Villanueva Beard, CEO of Teach for America, a diverse network of leaders who confront educational inequity in the U.S.



**Diversity, Equity
& Inclusion**
**Employee
Engagement**
**Professional
Development**
**Compensation
Practices**
**Benefits
& Wellness**
Diversity Business Network Leadership Offsite (October 2021)

Global Atlantic's inaugural Diversity Business Network (DBN) Leadership Offsite was hosted by the Black Business Network and Diversity, Equity and Inclusion (DE&I) Office, with representation from the Women's Business Network and the Asian Business Network. We hosted an evening reception for more than 50 attendees, including Global Atlantic and KKR executives, followed by a full-day session to discuss our DE&I strategy for 2022.



Samuel Ramos, Chief Legal Officer (right). John Rugel, Chief Operations Officer (left).



“Over the last 18 months, it has been difficult for us to really connect with our colleagues in a remote environment. And as a leadership team, we wanted to be intentional about hosting large gatherings, and when and how we reconnected in person. Our Diversity Business Network Leadership offsite is one of only two offsite events that we prioritized this year. It is really critical that we invest in our DE&I strategy and I’m proud to be with you to answer your questions and share more about how our commitment to DE&I aligns with our vision for leadership going forward.”

Allan Levine, Chairman & CEO

“I am grateful for our employees who have taken on leadership roles in our Diversity Business Networks. Our values encourage that kind of stewardship. Our Management Committee believes those meaningful responsibilities should no longer be considered as “above and beyond” an employee’s job criteria. We think our employee that takes on a DBN leadership role should be rewarded for that as part of their annual performance goals and objectives.”

Rob Arena, Co-President

Diversity, Equity
& Inclusion**Employee
Engagement**Professional
DevelopmentCompensation
PracticesBenefits
& Wellness

Employee Engagement

We are committed to providing our teams with enriching opportunities to connect, collaborate and celebrate success outside of the office. Our Employee Engagement Advisory Councils (EEACs) play an important role in deepening our employees' sense of belonging in the Global Atlantic community.



Our New York EEAC partnered with the Red Hook Conservancy. Global Atlantic is a long-term supporter of the organization, which is committed to preserving, protecting and supporting parks and recreational space in Red Hook, Brooklyn (October 2021).



Our Indianapolis EEAC sponsored a holiday event at the Indianapolis Zoo (December 2021).



Members of our Boston actuarial team (November 2021).

Our Hartford Office EEAC sponsored and participated in a Habitat for Humanity event. Global Atlantic is a long-term supporter of the organization, which constructs safe and affordable houses for those in need (September 2021).

Diversity, Equity
& Inclusion**Employee
Engagement**Professional
DevelopmentCompensation
PracticesBenefits
& Wellness

Employee Recognition

The Global Atlantic Leadership Award (GALA) is our premier recognition for individuals who have positively affected the company with their efforts, including an impact on company results or a key performance metric, and who exemplify our company values.

Five winners are chosen annually. Each winner is announced at our all-employee Town Hall, receives a cash award, a donation to the charity of their choice and dinner with members of our Management Committee.

In 2021, employees submitted more than 90 nominations for the second year in a row.



GALA Award Dinner (October 2021). 2020 winners with Edward Wilson, Chief Risk Officer (far left), Padma Elmgart, Chief Technology Officer (fourth from left), Dan O'Shea, Chief Administrative Officer (middle right), Kim Lee, Chief Financial Officer (second from right), and Rob Arena, Co-President (far right).

Senior Leadership Offsite (October 2021)



Rob Arena and Manu Sareen, Co-Presidents (left to right).



Leah Hoppe, Sarah Patterson and Emily LeMay, Managing Directors (left to right).

Return to Office (October 2021)



Our Batesville, Hartford and Boston EEACs commemorated our official return to office.

Diversity, Equity
& InclusionEmployee
EngagementProfessional
DevelopmentCompensation
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& Wellness

Professional Development



Our internal mobility program, Lattice, matches our talent with temporary or reoccurring opportunities across the company. These opportunities meet immediate business needs while providing invaluable opportunity for career and leadership development.

Ambassador Program

The Ambassador Program is a comprehensive, four-week onboarding experience for new hires at Global Atlantic. The Program includes weekly meetings with a designated Ambassador and self-paced learning through Engage, our human capital management system. Our Ambassadors, who are nominated by their managers, are Global Atlantic subject matter experts and culture champions.

Employee Engagement Survey

We monitor engagement levels and employee satisfaction through surveys on an annual basis. We survey new employees following their first day and conduct exit surveys upon employee departures.



Global Atlantic Leadership M (GALM) attendees with John Rugel, Chief Operations Officer (December 2021).

Development Programs

- We offer formal executive coaching to newly hired or promoted executives.
- We have a suite of programs tailored for each management cohort (senior, experienced mid-level and first-time leaders) to cultivate and engage talent from within Global Atlantic. Our formal curriculum covers content aligned with our key leadership competencies: commercial acumen, execution, impact and influence, mental agility and relationships. We pivoted to virtual sessions for leaders at all levels when in-person components could not be safely held during the pandemic.
- We provide all employees with a comprehensive voluntary development program. Popular programs include “Leading Employees through Change.”

Diversity, Equity
& InclusionEmployee
EngagementProfessional
DevelopmentCompensation
PracticesBenefits
& Wellness

Compensation Practices

Global Atlantic believes in a pay for performance approach. Performance is measured at a company level to determine overall compensation, then cascaded through the organization by business unit, and then to individual employees based on their contributions. Our compensation considers pay parity and provides for recognition of high performers, and our annual bonus program differentiates business units, as well as individual employees, for exceptional performance in a given year.

100% Employee Ownership

As of February 1, 2021

“Global Atlantic was founded and built with an entrepreneurial spirit that still permeates the company today. I’m proud of the fact that we made 100% of our employees equity owners of the business, both when we separated from Goldman Sachs and again when we closed the KKR transaction. This has helped us retain great people who embody an ownership mentality and want to make an impact.”

Allan Levine, Chairman & CEO



Padma Elmgart, Chief Technology Officer (far right), with members of her team.

Diversity, Equity
& InclusionEmployee
EngagementProfessional
DevelopmentCompensation
PracticesBenefits
& Wellness

Benefits & Wellness



Our benefits package is designed to provide employees and their families with a wide range of features to support their health, work and lifestyle needs.

In 2021, we promoted our firmwide ESG commitment with the approval of a climate-focused fund to our 401(k) plan.



CAREER

Individual Development Planning
 Industry Education Program
 Leadership Development Programs
 Professional Development Courses
 Talent Mobility Opportunities
 Tuition Reimbursement Program

FINANCIAL

Commuter Expense Reimbursement Account
 Flexible Spending Accounts
 Health Savings Account
 Legal Assistance
 401(k): includes Roth In-Plan Conversion Feature and After-Tax Contribution Source

GIVING

Global Atlantic Foundation*
 Company Giving
 Charitable Match
 Board Service Grants
 Dollars for Doers
 Employee Volunteering

INCLUSION

Adoption Assistance
 Diversity Business Networks
 Fertility and Family Planning
 Flexible Work Arrangements
 Gender Affirmation Coverage
 Surrogacy Assistance
 Paid Military Leave
 Parental Leave (Gender Neutral)
 Pet Insurance

MIND & BODY

Concierge Benefit
 Employee Assistance Program
 Medical, Dental, Vision Plans
 Short-Term Disability
 Virtual Visits (Physical and Mental Health)
 Virtual Exercise Therapy
 Wellness Initiatives / Fitness Reimbursement
 2nd.MD (Voluntary Second Opinion Program)

* Global Atlantic Foundation, a donor advised fund

This overview highlights some of GA's benefits which are generally available to full-time employees who regularly work at least 20 hours per week.

Serving our Communities



Darryl Herrick, Co-Head of Reinsurance and President of Global Atlantic Re (far right), and his mentee, Cyana Burgess (middle). Cyna is former Global Atlantic intern and the 2021 recipient of a \$30,000 scholarship awarded by the Association of Bermuda International Companies (ABIC) and Bermuda International Long-Term Insurers and Reinsurers (BILTIR).

We strive to make a difference in the communities where we live and work across the U.S. and Bermuda. Our corporate citizenship efforts are closely aligned with our Company values of teamwork, integrity, diversity and stewardship.

Charitable Giving Program

The Global Atlantic Foundation	In 2021, with the establishment of the Global Atlantic Foundation, we further defined our charitable giving program.			
THE GLOBAL ATLANTIC FOUNDATION	COMPANY GIVING	EMPLOYEE GIVING & VOLUNTEERING	PARTNERSHIP	CHARITABLE MATCH
Our \$10mm Foundation provides opportunities to small businesses tackling ongoing dynamic community needs.	We recognize that in any given year, there are community needs that require our attention and support.	Employee-organized initiatives through our Employee Engagement Advisory Councils (EEAC) and Diversity Business Networks (DBN).	We support our senior leaders in deepening their commitments to the causes that are important to them.	We support our employee base in the causes that are important to them.

2021 Highlights

Charitable Match

- Supported 500+ charities.
- Matched \$2,000 for all employees and \$10,000 for Managing Directors.
- Matched \$250 to any organization for which an employee volunteered for 25 hours outside of business hours, and \$1,000 for any employee who serves on the board of a non-profit organization.

\$500,000
Goal Reached
for United Way
Thank you for
your support!



Our Des Moines office has been a long-time supporter of the United Way of Central Iowa. In 2021, we were thrilled to exceed our goal of raising \$500,000 in our inaugural firmwide campaign for the United Way. We leveraged technology to introduce a payroll deduction contribution option, facilitating our employee charitable giving opportunities.

2021 Highlights

Company Giving & Partnership



Global Atlantic co-sponsored the Hartford Public Library's annual signature fundraising event, Beyond Words (December 2021). Our Co-President, Rob Arena, and Chief Administrative Officer, Dan O'Shea, who is also a Hartford Public Library board member, attended the event with Global Atlantic colleagues.



ART OF THE DOG
 INAUGURAL ART AUCTION

Global Atlantic co-sponsored the Fidelco Guide Dog Foundation's inaugural art auction at the American Kennel Club Museum of the Dog (September 2021).



Global Atlantic co-sponsored a National Forest Foundation panel, Our Forests, Our Future, on the importance of forest preservation to mitigate climate change. Samuel Ramos, Chief Legal Officer (far right), attended the event along with Global Atlantic and KKR colleagues (September 2021).



2021 Highlights

Company Giving & Partnership \$10,000+ Donations



The Actuarial Foundation The mission of The Actuarial Foundation is to enhance math education and financial literacy through the talents and resources of actuaries. We achieve this mission by providing free learning resources, competitions, tutoring and scholarships to students in middle and high school, including those in underserved communities.



The Battery Conservancy was founded to revitalize New York's birthplace park and its major landmark, Castle Clinton National Monument. The Conservancy designs, builds, maintains, and activates the historic Battery's 25-acres of public parkland at the southern tip of Manhattan. The park's transformation is 96% complete and includes the largest perennial gardens in North America that are free and open to the public; Battery Urban Farm, dedicated to sustainable farming/education; and Playscape, a biodiverse paradise of play.



Hartford Stage, the leader in Connecticut for theatre education, offers theater classes for Ages 5-18 and adults, teen performance opportunities, afterschool and professional development programming as well as in-school theatre residences. Their mission is to enlighten, entertain, and educate by creating theatrical works of the highest caliber that have a transformative impact on our audiences, our community, and our field.



Asian American Federation was founded in 1989, with the mission to raise the influence and well-being of the pan-Asian American community through research, policy advocacy, public awareness, and nonprofit support. In partnership with 70 member and partner organizations, AAF represents the collective interests of 1.5 million Asian New Yorkers across critical issue areas – from the Hope Against Hate Campaign launched in response to anti-Asian hate, to programs that support immigrant integration, mental health, economic empowerment, and civic engagement. AAF is the strongest leadership voice advocating for better policies, services, and funding that lead to more justice and opportunity for Asian immigrants, one of New York City's poorest and most underserved communities.



NANTUCKET BOYS & GIRLS CLUB

Nantucket Boys & Girls Club was founded to empower Nantucket's youth to reach their fullest potential, offering athletics, educational programs, free meals and snacks, and summer camp to over 1,000 children annually.



Streetwise Partners envisions an equitable society in which hard work and motivation is enough for career success. For 25 years, StreetWise Partners has delivered high impact and high quality workforce development mentorship programs that have increased employment opportunities for adults from overlooked and under-resourced communities. Founded in NYC in 1997, we now operate in three regions and have served 8,000 mentees with the help of 15,000 volunteers.

2021 Highlights

Company Giving & Partnership \$25,000+ Donations



OUTWARD BOUND USA

Outward Bound serves people of all ages and backgrounds providing education through challenging learning expeditions that inspire strength of character, leadership and service to others, both in and out of the classroom. In operation for over 60 years, Outward Bound is the acknowledged leader in outdoor education and adventure-based learning in the U.S., serving over 50,000 students per year.



Girls Who Invest is a non-profit organization dedicated to increasing gender diversity and inclusion in investment management, with a focus on growing the pipeline of women in frontline investing positions. Through GWI's intensive (on-campus and online) educational programming, meaningful paid internships, and vibrant community, college women are prepared to succeed in the industry. Their vision is to have 30% of the world's investable capital managed by women by the year 2030.



Hartford Public Library has been dedicated to serving the community of Hartford Connecticut for over 200 years. Through its signature, annual event, Beyond Words, the Library garners support that enables it to go Beyond Words every day, with diverse and transformative programs and services for our community.



Wide Horizons for Children For 50 years, Wide Horizons For Children has been dedicated to the well-being and security of the world's most vulnerable children. The organization has changed the lives of over 100,000 children through innovative programs that ensure stability and a future for those most in need.



Pine Street Inn Ending Homelessness

Pine Street Inn is the largest provider of homeless services in New England. Each day, they assist over 1,400 individuals. With a mission to end homelessness by making permanent housing a reality for all, Pine Street Inn offers comprehensive services including street outreach, shelter and workforce development.



GUIDE DOGS

Fidelco Guide Dog Foundation partners exceptional people who are blind with expertly trained German Shepherd Guide Dogs, providing all clients with increased independence to improve their lives and the world around them.



The New Commonwealth Racial Equity and Social Justice Fund administered by The Boston Foundation, was established by Black and Brown executives at companies based in the Greater Boston area to address systemic racism in Massachusetts.

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