

2023 Sustainability Report

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OUR APPROACH

A note from CEO Alon Neches

I am pleased to share our inaugural Sustainability Report, marking a significant milestone in our journey supporting sustainable and responsible corporate citizenship.

Fortitude Re is built on honoring long-term promises to policyholders, clients, shareholders, and all our stakeholders. That long-term focus requires that we embrace the hard questions that stand at the intersection of profitability, world-class governance, social responsibility, and environmental sustainability. We do so enthusiastically with a foundational goal of helping shape a future that is more prosperous for our generation and for those that will inherit the outcomes of what we have built.

Within the pages of this report, you will find detailed insights into our environmental stewardship efforts, social initiatives, and governance practices. From reducing our carbon footprint to promoting diversity, equity, inclusion and belonging within our workforce, every initiative reflects our dedication to honoring both the promises we have already made and the ones we have yet to make.

Thank you to the many Fortitude Re teammates whose dedication and passion have made these accomplishments possible. We are excited about the progress we have made and are committed to advancing our efforts in the years to come.

Alon Neches
Chief Executive Officer



About Fortitude Re

Fortitude Re is a leading provider of reinsurance solutions. As of December 31, 2023, we had \$76 billion of general account assets.

Our reinsurance solutions span the Life & Annuity and Property & Casualty sectors and are tailored to each client's specific needs across risk verticals. With backing from world-class investors, including The Carlyle Group and T&D Insurance Group, we provide reinsurance solutions to cedants around the world in a thoughtful manner consistent with our priority of ensuring best-in-class service for our clients and their policyholders.

We are built for the long-term.

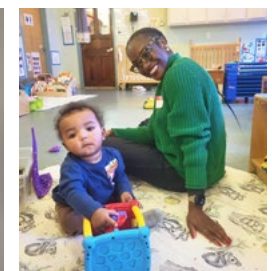
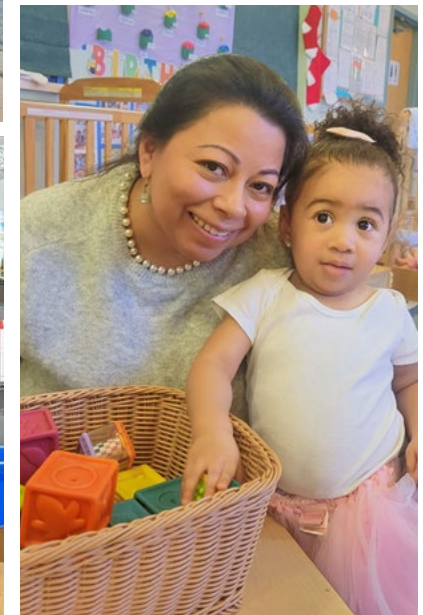
Our clients' promises to their policyholders are our priority. As a trusted partner, we have embedded an ethos of risk management into every facet of our firm, ensuring that our clients and their policyholders know that Fortitude Re will be there for them now, and well into the future.

Our foundation is our people.

With more than 450 of the industry's most talented professionals, we have the expertise to design innovative solutions for the most complex insurance and market risks our clients face, and the nimbleness to deliver those solutions at pace.

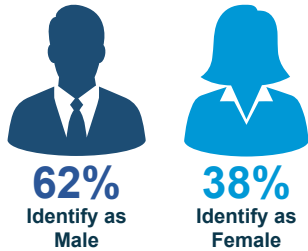
We care deeply and invest in the communities in which we operate.

Through Fortitude Re 4 Good, we invest our time, our financial resources and our hearts into Bermuda, Jersey City and Nashville to nurture and sustain the communities that our teammates around the world call home.

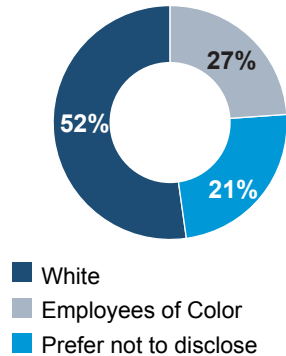


Workforce Representation*

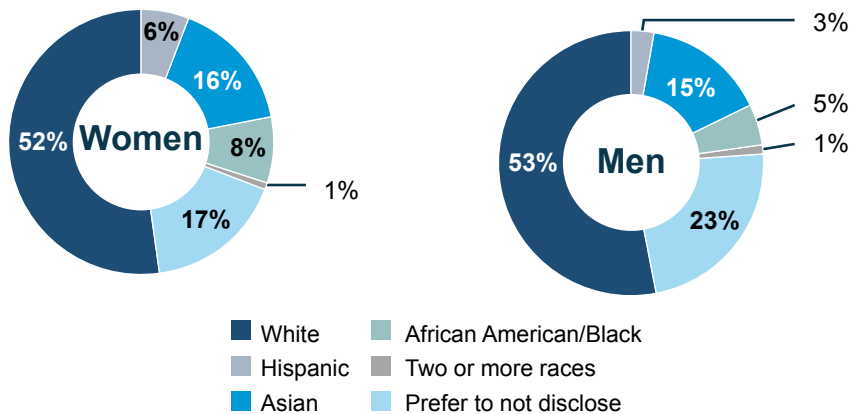
2024 Gender Workforce Representation



2024 Employees of Color Workforce Representation



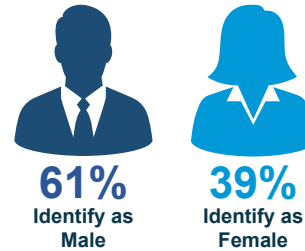
2024 Ethnicity/Race by Gender Representation



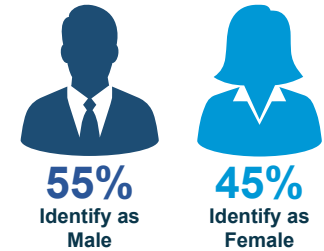
Attracting Talent**

We are intentional about selecting the best candidates for open roles from diverse slates, which reinforces our commitment to equal opportunity for all individuals.

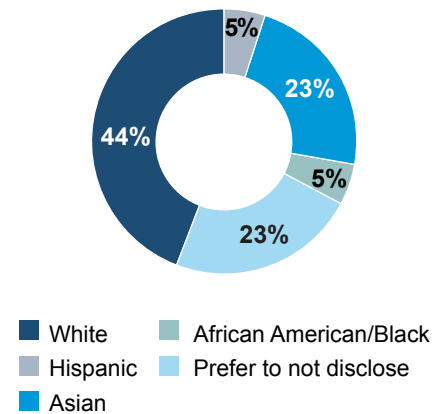
Overall New Hires



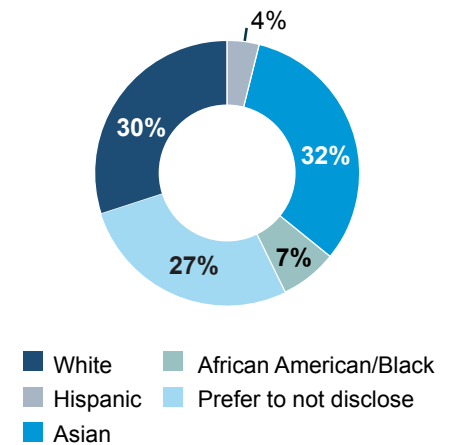
New Hires AVP+



New Hires at Fortitude Re by Race/Ethnicity



New Hires AVP+ by Race/Ethnicity



*Through June 1, 2024

**July 1, 2023 - June 30, 2024

OUR CORE VALUES



Operate with Integrity and Citizenship: We are open, honest, and transparent in everything we do. We make the right decisions for ourselves and our stakeholders. We follow the rules and work with our communities.



Embrace Diversity & Teamwork: We understand our goals and clearly define roles and responsibilities. We embrace diversity and inclusion as we collaborate to find solutions. We establish effective communication through active listening, mutual encouragement and constructive feedback.



Be Innovative: We are original and creative in our work and thinking. We seek to improve, transform, and learn from our mistakes. We leverage our collective experience to develop the best solutions.



Act Like an Owner: We are all accountable for the long-term success of Fortitude Re. We focus on actions and decisions that achieve our vision.



Pursue Excellence: We do ordinary things well and never overlook the basics. We thrive in adversity, challenge the status quo, and always go the extra mile.

SOCIAL

Learning & Development

We believe that investing in our employees' growth not only enhances their skills and capabilities, but also drives innovation, productivity, and overall organizational success.

Manage to Lead Program

We pride ourselves in offering in-house customized development programs that provide ongoing development to all. This year, we launched Manage to Lead, a multi-cohort development program that is customized to various stages of a colleague's management and leadership journey. Taking an inclusive approach, every colleague is matched to a cohort that includes elements such as executive coaching, group workshops, online coursework and more.



Foundation

Resources available to *all* employees curated to focus on building core management skills. This includes a "playlist" of self-service, self-paced coursework available in our LMS, Cornerstone. We will also facilitate targeted development and enablement initiatives for aspiring managers across Fortitude Re.



Management Fundamentals

Build basic skills required for employees embarking on the transition from managing self to managing others. Content will focus on establishing the core elements to navigate this fundamental shift.



Emerging Leaders

Continue building from Management Fundamentals with a focus on intersectional transitions to managing other managers in departments and sub-business units. The focus will evolve to include foundational leadership competency development and key areas vital to managing broader teams.



Leading from the Front

Our executive team and other senior leaders will participate in an intensive leadership competency development program. The experience will equip them for their roles as effective senior leaders at Fortitude Re.



"At Fortitude Re, we are committed to nurturing the personal and professional growth of our people and enhancing their skills," said Amanda Stewart, SVP, Head of Employee Experience. "This innovative program reinforces that commitment and will provide the tools, resources and support necessary for our managers and leaders to excel in their roles, advance in their careers and drive our company's success."

IGNITE

The annual \$5,000 IGNITE (Innovate, Grow, Nourish, Improve, Thrive, and Enrich) Allowance is provided to all full-time employees, demonstrating the company's commitment to full-self development and growth. Employees have used the IGNITE allowance for a broad range of development opportunities including training and professional certifications, conference attendance, language lessons, cooking classes, golf lessons and even skydiving!



“One of the amazing benefits that makes Fortitude Re a great place to work is the IGNITE allowance. I brag to my family and friends about it because very few companies offer anything like it. I used my allowance for a Life Coach and I’m applying what I’m learning to both my personal and professional life. It’s making a real difference.”

Mary Beth Conklin
Fortitude Re employee

Women's Development Program

To further our commitment to both DEIB and talent development, last year we launched the Women's Development Program, a tailor-made three-tiered program offering development opportunities to all women at Fortitude Re. The women's cohort is the first in a series that will support targeted groups within our employee population.



Foundation: Resources available to all women employees focused on building foundational professional skills. In addition to providing a "playlist" of self-service, self-paced coursework, we're partnering with our Women in Insurance (WIN) Employee Resource Group (ERG) to facilitate targeted development and empowerment initiatives for women across Fortitude Re.



Leading for Results: Select cohort of high-performing women (VP and SVP levels) will participate in a 6-month group and individual coaching program. The content focuses on leadership competency development to equip them for their progression into effective leadership at Fortitude Re.

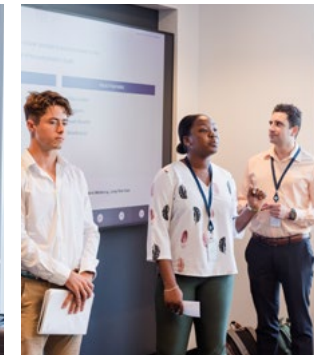


Leading from the Front: Women Executives and SVPs will have the opportunity to be sponsored for 'Chief' (pending program interview and acceptance). Chief is a platform designed for women in the C-Suite and senior executives to strengthen their leadership, magnify their influence, and pave the way to bring others with them.



Launchpad Intern Program

Our robust internship program enables Fortitude Re to invest in our future success and discover new, innovative talent while providing students with a valuable opportunity to gain the experience they need. Interns from all locations work on a challenging Capstone project, which integrates them, and then they all convene in Nashville at our Launchpad Summit. Of the 27 students from the 2023 program who were offered full-time positions, 92% accepted.



“Fortitude Re’s Launchpad Internship Program is a must have experience for those in need of an internship. It provided a fantastic learning environment and gave me the opportunity to develop invaluable skills and make connections that have better prepared me for my career ahead.”

– Launchpad participant



Actuarial Development Program

In a demonstration of our commitment to the growth and success of our actuaries, the Actuarial Development Program (ADP) provides collaboration and fellowship; strong exam and module support; and financial rewards for exam passage and credential conferment. Additionally, each ADP member rotates to a new actuarial team approximately every 24 months until Fellowship. With each rotation, the member learns new skills, works with new people, and can better identify the type of actuarial work they most enjoy.



Fortitude Re consistently returns a significantly higher actuarial exam pass rate than the overall national average.*

**Based on Society of Actuaries published examination results.*

Diversity, Equity, Inclusion and Belonging

We believe a focus on diversity, equity, inclusion and belonging (DEIB) leads to better performance, greater innovation, a better ability to address client needs, higher employee engagement and retention, and stronger communities.

Path to Allyship

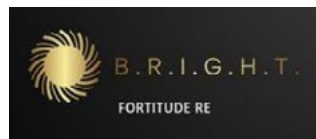
We believe that allyship goes beyond passive support; it is an active commitment to standing alongside our colleagues from diverse background, identities, and experiences. It means advocating for equity, challenging biases, and amplifying the voices of those who may not always be heard. To foster allyship at Fortitude Re, we launched The Path to Allyship, a 4-step program for colleagues to become more aware of what an ally is and to take the active steps to become part of the Fortitude Re “Alliance.”

Employee Resource Groups

Employee Resource Groups play a pivotal role in fostering DEIB with Fortitude Re by providing a platform for employees to connect, support and advocate for one another. They also serve as a catalyst for organizational change, driving initiatives that promote equity, representation, and cultural understanding.

- Black Resources for Inclusion, Growth, Harmony, and Teamwork (BRIGHT)
- Fortaleza, our Hispanic Professional ERG
- PRIDE, our LGBTQIA+ ERG
- Women in Insurance (WIN)

Additionally, our ERGs launched a book club for employees to understand how intersectionality — the overlap of an individual’s identities — contributes to different life experiences.



Fortitude Re 4 Good

At Fortitude Re, we are not only committed to delivering exceptional solutions to our clients and their policyholders, but we are also committed to making a positive difference in the world around us through Fortitude Re 4 Good. We demonstrate this commitment through our four Fortitude Re 4 Good pillars:

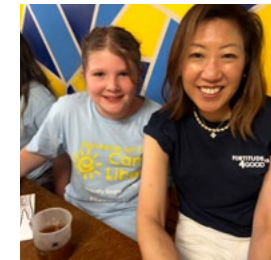
- Community Partnerships
- Charitable Sponsorships
- Corporate Match
- Volunteering

Community Partnerships

We partner with nonprofit organizations that align with our Fortitude Re 4 Good goals and address vital needs in the communities where we live and work. Through our partnerships, we strive to improve literacy; empower educators and students; lift up underserved populations; protect our environment; and more.

Charitable Sponsorships

At Fortitude Re, our commitment to DEIB extends to the communities where we live and work. In collaboration with our ERGs, we evaluate sponsorships through the DEIB lens, ensuring our investments reflect our values, align with our goals, and drive positive change in our communities.



Corporate Match

We maximize the impact of our colleagues' charitable efforts through our Fortitude Re 4 Good Corporate Matching Program. Through this program, we match donations to eligible nonprofits, 2:1 up to \$2,000 USD per employee, per calendar year. Whether it's supporting local charities, advocating for important causes, or championing initiatives that promote social justice and equity, our matching gift program demonstrates that the company values causes that are important to our people.

Volunteering

Our colleagues' compassion for service underpins our culture at Fortitude Re. Our Volunteer Committee coordinates a variety of opportunities for our people to donate their time, energy, and talent to support a wide range of causes in our communities, driving meaningful change and creating a positive difference in the world around us.

EMPLOYEE GIVING*

Volunteering Corporate Matching



55% Employee participation

830 Volunteer hours invested

\$195K Total funds raised via matching

188 Charities positively impacted

CORPORATE GIVING*

Community Partnerships and Charity Sponsorships



\$535K Funds deployed to key charitable causes

17 Scholarships awarded

14 Charities positively impacted
(3 > than 100k donations)

*EOY 2023





Employee Engagement

Our people are our greatest asset. We're committed to creating a supportive, inclusive, and engaging career destination where every team member can thrive. We do that by actively listening to feedback and taking action to implement positive change; engaging colleagues in activities that foster teamwork and collaboration; and by recognizing and celebrating team members for their achievements and contributions.

Capturing the voice of our colleagues

We believe that our colleagues' insights and suggestions are crucial to fostering innovation and creating a positive work environment and experience. We conduct pulse surveys throughout the year to capture feedback on a wide range of topics including training, ethics, technology, marketing and more. We're committed to transparency and action. We share the results with colleagues, as well as tangible actions we're taking to address their feedback.

Initiatives and improvements rolled out to address feedback received from colleagues:

- Seamlessly migrated all employees to an upgraded platform, creating a more stable, integrated and productive collaboration platform; rolled out Microsoft 365
- Introduced new Travel Policy and Travel Booking Platform
- Furthered our commitment to DEIB by launching the Women's Development Program and new Employee Resource Groups
- Launched IGNITE to support employees' personal and professional development
- Rolled out enhancements to benefits and services offered during Open Enrollment
- Introduced Modern Health mental health platform to further support employee well-being
- Implemented a company-wide shutdown, and provided support to managers and leaders to further support employee health and well-being

Great Place to Work Certification™

This year, 86% of employees participated in the Trust Index™ survey administered by the Great Place to Work Institute, which assesses employee satisfaction in key areas, from credibility and respect to fairness and camaraderie. Of those who participated, 87% said Fortitude Re is a great place to work, earning the company the coveted Great Place to Work Certification™.

Highlights from the survey results include:

- 95% of employees said management is honest and ethical in its business practices.
- 89% of employees are proud to tell others they work at Fortitude Re.
- 87% of employees feel that they make a difference at Fortitude Re.
- 88% of employees said that people care about each other here.
- 85% of employees stated they're offered training or development to further themselves professionally.
- 93% of employees said when they joined Fortitude Re, they were made to feel welcome.
- 95% of employees stated that they are treated fairly regardless of race, gender, age or sexual orientation.
- 88% of employees said they feel good about the ways Fortitude Re contributes to the community.



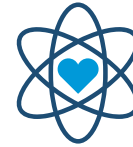
EmpAct Team

With representation from across the company, the EmpAct Team serves as the collective voice of our employees and is focused on creating an enriching experience for our people. From identifying “moments that matter” in the employee journey to serving as a focus group for multiple enterprise initiatives, this team is instrumental to ensuring every team member feels valued supported and motivated to excel.



Awards and Recognition

Core Value Awards



Awarded annually, the Core Value Awards recognize employees who consistently exemplify Fortitude Re’s core values throughout the year. Award recipients receive company-wide recognition and \$5,000 to donate to their favorite charity.

Spotlight Awards



Spotlight awards are presented monthly to recognize employees for exceptional actions or accomplishments that are beyond the scope of their regular day-to-day activities and assignments.



“I chose to donate to Angels in Motion because I was inspired by the volunteer work my mental health provider does with this organization that helps individuals battling mental health, substance abuse, and homelessness issues.”

Adjani Delgado Rivera
Inforce Reinsurance
2023 Core Value Award Winner

Benefits

We are committed to making Fortitude Re a career destination and understand the importance of providing comprehensive benefits that support the financial, emotional and mental well-being of our colleagues.

We offer a full suite of medical, dental and vision insurance, as well as spending account options. We provide income protection in the form of company-paid life insurance and disability coverage. Additionally, we support retirement planning with a 6% company match to employee pensions or 401(k) plans based on location.

Going beyond traditional benefits

We embrace a **flexible work environment**, allowing colleagues to tailor their work schedules and locations to best fit their personal needs and lifestyles. Currently, 100% of our people are hybrid or fully remote.

To support new parents, we offer a minimum of **12 weeks of paid parental leave** to all parents, including birth parents as well as adoptive parents.

Additionally, we offer colleagues **unlimited personal time off (PTO)**. By offering unlimited PTO, we empower our team to take the time they need to recharge and manage personal commitments. This flexibility leads to increased job satisfaction, higher productivity and reduced burnout as colleagues feel supported and valued.

Every summer, we have **#FortitudeReUnplugged** – a full week office closure, pausing operations and giving colleagues the opportunity to enjoy a well-deserved break.

Supporting our colleagues' mental health and well-being

As part of Fortitude Re's overall support of mental health awareness and fostering a culture of well-being, we partnered with Modern Health to provide access to mental health resources for employees and dependents. Modern Health's mission is to empower individuals to be their best selves by providing access to evidence-based mental health care for support with life challenges that can impact physical, emotional, social, financial, and professional health.

All Fortitude Re employees and their eligible dependents have access to 10 coaching and/or therapy sessions with licensed therapists per year along with unlimited digital resources.



ENVIRONMENTAL

Our Commitment to Our Environment

At Fortitude Re, we recognize the urgent need to address environmental challenges and are dedicated to implementing practices that minimize our impact on the planet and shape a future that is more prosperous and sustainable for future generations.

Our environmental stewardship strategy is multi-faceted, encompassing energy efficiency, recycling, employee education and sustainable investing. Our leased office buildings are LEED certified to meet high sustainability standards including energy-efficient lighting, heating and cooling systems.

Annually, we complete the Carlyle Watershed exercise to quantify our operational carbon footprint and we evaluate each local offices' utility consumption and energy-efficiency to optimize stewardship within our brick-and-mortar facilities.

In addition to these efforts, we engage our employees in our sustainability journey. Through educational programs, volunteer activities and corporate social responsibility initiatives, we foster a culture of environmental awareness and action. Our employees are encouraged to participate in green initiatives, from tree planting events to beach clean-ups, amplifying our collective impact.

During Earth Week this year, colleagues at each of our sites engaged in a wide range of sustainability efforts. In Bermuda, colleagues participated in an in-office planting station; our Jersey City team beautified the Historic Jersey City and Harsimus Cemetery; and our Nashville colleagues were invited to a lunch and learn event with Cumberland River Compact to learn about local watershed issues and ways to make a positive impact both at home and in our workplace.

As a signature partner, Fortitude Re has had a long-standing relationship with Cumberland River Compact. Earlier this year, colleagues joined the nonprofit to participate in Tennessee's largest suburban stream restoration project, planting 155 trees to improve the Harpeth River watershed. To further support this great cause, Fortitude Re recently announced a \$200,000 donation to Cumberland River Compact in Nashville.



"When Fortitude Re planted trees with us in March, we knew this was the beginning of a special partnership. The recent announcement of Fortitude Re's \$200,000 donation to Cumberland River Compact's youth education program is transformative. Young people are the key to our future environmental well-being. This gift will help us build a nationally recognized program to ensure that the next generation is prepared to take on the water conservation challenges of the future."

Mekayle Houghton
Executive Director, Cumberland River Compact

Investment Approach

Fortitude Re maintains a liability-driven investment approach, in which we seek to meet our policy holder obligations using asset portfolios backed by high quality, primarily investment grade fixed income. We partner with best-in-class external asset managers who originate assets and select securities on our behalf, subject to investment guidelines that reflect our risk tolerances. As of December 31, 2023, we had \$76 billion of general account assets.

Given our need to meet long-term liabilities with the earnings from our investment portfolio, long term trends regarding environmental risk and sustainability are critical risk factors we consider.

Sustainable Investing

Fortitude Re's investment approach to sustainability begins with our ESG Standard. The ESG Standard requires us to perform periodic evaluations of our third-party asset managers' approach to ESG integration and periodically screen our investment portfolio against peer benchmarks. In choosing asset managers, we consider such managers' ESG policies.

Fortitude Re maintains an Investment Exclusion Standard, which details investment exclusions such as consumer firearms and tobacco. The Standard also outlines industries or sectors requiring a higher level of scrutiny prior to making investments such as mining, gaming, and energy.

Our process for selecting external managers includes questions on how an asset manager incorporates ESG assessments into their investment process. Fortitude Re requires all asset managers to incorporate ESG factors into their investment process. Additionally, six of our eight fixed income asset managers are signatories of the UN's Principles for Responsible Investment, representing ~83% of AUM at June 30, 2024.

Our asset managers' evaluation of ESG factors varies by asset class and sector. Energy and chemicals sectors, for example, require additional environmental evaluation, while financial institutions and residential mortgages require confirmation that lending practices comply with consumer lending regulations. Research analysts incorporate ESG assessments into their regular discussions with issuer management



“ESG isn’t just a buzzword - it’s our commitment to creating lasting value for our communities and stakeholders, and our roadmap for managing risks and unlocking opportunities. Fortitude Re is making great progress as we integrate ESG principles into our operations, and we’re excited to continue the momentum.”

Jeff Mauro

Chief Investment Officer

teams. All of our asset managers utilize third-party data providers to aid their evaluation of ESG criteria.

In 2024, we engaged a third-party data provider to help evaluate ESG factors in our investment portfolio. This will enable us to perform climate scenario analysis, highlighting sensitivities in the portfolio.

Sustainable investment opportunities are growing, and we have long invested in ESG-focused assets and will continue to do so, provided they continue to meet our underwriting criteria and investment objectives. These investments include green and sustainability-linked bonds, renewable energy projects, sustainable real estate, and clean technology.

We monitor developing regulatory ESG initiatives and provide guidance to internal stakeholders regarding strategic implications; stay abreast of ESG market trends; and partner with ESG experts to gain valuable insights and best practices.

Collectively, these efforts not only contribute to a more sustainable future but also enhance long-term financial performance and stakeholder trust.

Investment Governance

The CIO reports to the Board of Directors on ESG factors in our portfolio. We monitor the Investment Exclusion Standard for changes in exposures. In our routine portfolio surveillance, we review asset manager ESG assessments and evaluate any suggestions for repositioning of our portfolio. With the onboarding of our third-party data provider, we will enhance our portfolio reporting on ESG considerations.



GOVERNANCE

In our commitment to ESG principles, the governance framework serves as the foundation of our company's operations and strategic integrity. Central to this framework is ethical decision-making, stringent accountability, and proactive risk management. By embedding ethical practices, accountability, and risk management in all business activities, we ensure that every decision upholds our values, aligns with our long-term objectives, and mitigates potential risks.

Board of Directors

The Board of Directors of FGH Parent, L.P. (Board), the ultimate parent of Fortitude Re, serves as the group's governing Board of Directors, responsible for overseeing the management, strategic direction and long-term health and success of Fortitude Re. Our Directors bring a wealth of knowledge, extensive experience, diverse perspectives and strong values to our company. Each Director's unique contribution enriches our collective understanding, enhances our strategic deliberations and ensures that we remain adaptable and forward-thinking in a rapidly evolving marketplace.

The Board is comprised of fifteen (15) Directors, nine (9) of whom are independent directors and seven (7) of whom are women or represent a minority group. Each subsidiary Board of Directors is comprised of a mix of independent, executive and non-executive directors. This rich blend of insights ensures a well-rounded approach to governance and aids in the development of balanced and effective oversight.



Board and Committee Oversight

Our Board and its committees play a critical role in steering our company towards sustainable and responsible business practices. The Board's diligent oversight shapes our governance framework and ensures that our strategic decisions align with our ESG commitments. This oversight is integral to our ability to meet regulatory compliance, manage risks proactively, and maintain transparent communication with our stakeholders.

Our Board, together with our executive team, has developed a corporate governance framework with robust decision-making processes and committee oversight. The Board has six (6) primary standing committees, each comprised solely of Board members. The Regulatory, Compliance and ESG Committee (RCE Committee) was formed to provide primary oversight over Fortitude Re's handling of legal, regulatory and compliance matters as well as Fortitude Re's policies that relate to current and emerging ESG matters. The RCE Committee complements the other committees of the Board, each of which provides oversight on a key strategic area of the company.

Board of Directors	
Audit Committee	Compensation Committee
Regulatory, Compliance & ESG Committee	Life & Annuity Operations and Claims Committee
Property & Casualty Operations and Claims Committee	Risk & Capital Committee

Executive Oversight

Our Executive Committee, which is comprised of our executive team, manages and oversees the day-to-day business and affairs of Fortitude Re and the implementation of strategies and other action items that have been approved by the Board. The Executive Committee meets regularly in furtherance of its duties and responsibilities in key areas such as: strategy; new business; performance and risk monitoring; capital management; people and culture; and regulatory and governance.

Compliance and Ethics

At Fortitude Re, compliance and ethics serve as the moral compass that steers our actions, decisions, and interactions with one another, our clients, and our communities. Whether it's adhering to our company's Code of Conduct, making ethically sound decisions in our daily work, or speaking up when we witness behavior that doesn't align with our values, we all play a crucial role in upholding our ethical standards.

Throughout the year, colleagues are required to complete training on a wide range of topics related to ethics including data privacy and protection; workplace harassment and discrimination; anti-bribery and corruption; conflicts of interest; and more. Additionally, employees must acknowledge receipt and adherence to our Code of Conduct. These efforts provide colleagues with clear guidelines to further embed compliance and ethics into daily operations while also reinforcing our commitment to a culture of integrity.

Staying Ahead of Regulatory Change

The ever-evolving regulatory landscape can be challenging for a global company that innovates like we do. Our Compliance team tracks and analyzes emerging laws to anticipate

and understand the impact on our business. We also work with first line partners to help ensure we have controls in place that allow us to sustain our success. From financial crime to artificial intelligence to cybersecurity, Compliance is always looking to identify, assess, and implement defenses that keep us in the win column.

Ethics Hotline

At Fortitude Re, open and honest communications are the expectation, not the exception. To that end, we actively encourage colleagues to report suspected policy or standard violations. In situations where colleagues prefer to place an anonymous report, they can do so by using the Ethics Hotline, hosted by a third-party hotline provider. The confidential and anonymous report is then shared with the Legal and Compliance Team.

Do the Right Thing! Campaign

In 2024, we launched the Do the Right Thing! Campaign which kicked off with an all-employee town hall and includes educational sessions, training, videos, contests and more throughout the year.



“Compliance is a fundamental component of our control environment that empowers us to operate at our best,” said Jeff Burman, General Counsel. “We believe that a well-informed team is key to our collective success, and the Do the Right Thing! Campaign is designed with that principle in mind. It’s a collaborative effort, and we’re here to serve as trusted partners to help employees successfully navigate our policies and procedures.”



Business Continuity Management

Fortitude Re has a robust Business Continuity program designed to ensure the company’s ability to anticipate, prepare for, respond to, and recover from adverse events and disruptions.

The goal of the program is to safeguard Fortitude Re’s operations, assets and reputation, ensuring continuity and long-term sustainability.

Key components of our program include:



Risk Identification and Assessment: Proactively identifying potential risks and vulnerabilities that could impact the business. This involves regular risk assessments and scenario planning.



Crisis Management: Establishing clear protocols and response plans to manage and mitigate the impact of an event.



Business Continuity Planning: Developing and maintaining comprehensive plans to ensure that critical business functions can continue during and after a disruption.



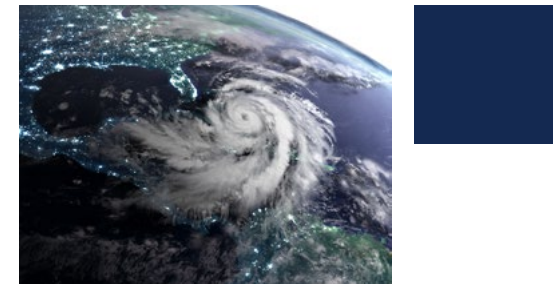
Disaster Recovery: Implementing strategies and procedures to rapidly recover and restore operations, systems, and data following a disaster.



Employee Preparedness: Conducting drills to ensure the Business Resilience Team and employees are well-prepared to respond effectively during a crisis.



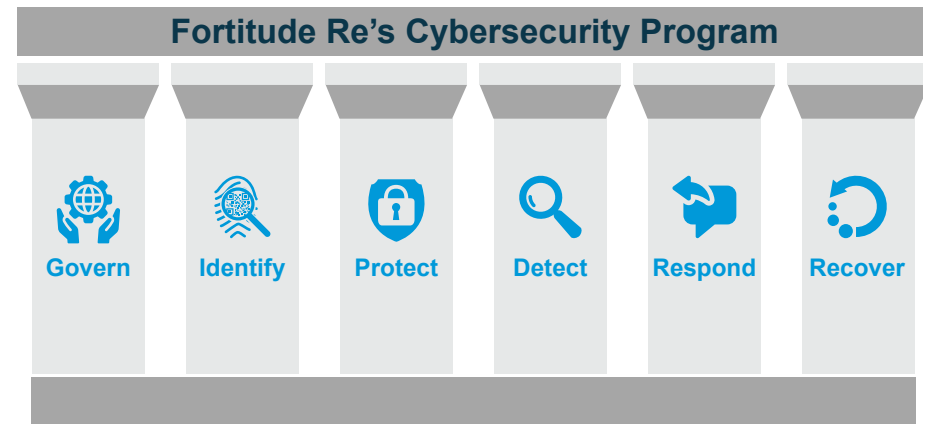
Communication and Coordination: Implementing effective communication protocols, channels, and responses as outlined in the company’s crisis communications plan to keep stakeholders informed and coordinated should a disruption occur.



Cybersecurity Program

Fortitude Re recognizes the importance of maintaining a strong cybersecurity posture and is committed to mitigating potential risks and threats. To that end, we have adopted an information security program based on six cybersecurity pillars:

- 1. Govern:** The initial step in our cybersecurity program is to establish and oversee the organization's cybersecurity risk management strategy, expectations, and policies. This involves setting clear governance frameworks that guide how cybersecurity efforts align with the organization's mission and stakeholder expectations. The Govern function ensures cybersecurity is integrated into the broader enterprise risk management strategy, with a focus on understanding the organizational context, defining roles and responsibilities, and ensuring effective oversight of the cybersecurity strategy.
- 2. Identify:** We then identify the organization's critical assets, vulnerabilities, and potential threats. This involves conducting a thorough risk assessment and asset inventory to understand the organization's information systems, data repositories, and network infrastructure.
- 3. Protect:** After identifying the assets and vulnerabilities, Fortitude Re applies comprehensive asset protection methods allowing for accurate risk mitigation techniques. Employee awareness training and secure coding practices also fall under this component to maintain a culture of security throughout Fortitude Re.
- 4. Detect:** Fortitude Re's cybersecurity program focuses also on timely detection of any suspicious activities or security breaches. This involves implementing security monitoring systems, intrusion detection systems, and log analysis tools to continuously monitor network traffic, system logs, and user behavior.



- 5. Respond:** If a security incident is detected, a well-defined response plan is triggered to minimize the impact and contain the threat. This component involves Fortitude Re establishing an incident response team and defining incident response procedures. The team is trained to respond promptly, investigate the incident, mitigate the damage, and restore normal operations.
- 6. Recover:** The final component of Fortitude Re’s cybersecurity program focuses on recovering from a security incident and restoring normal operations. This includes activities such as system restoration, data recovery, and analyzing the incident to identify lessons learned and improve future incident response capabilities.

In addition to these steps, our team of highly skilled IT professionals collaborate closely with other colleagues in the company’s Compliance and Risk functions (among others) to integrate cybersecurity into business processes, conduct regular security scans, and continuously monitor and mitigate potential vulnerabilities. We believe that this proactive approach will enable us to stay ahead of emerging threats and better protect the organization, our colleagues, and our clients.



Fortitude’s cybersecurity program is fully aligned with industry-leading cybersecurity and privacy frameworks (NIST CSF, NIST 800-53 (Low Baseline) and NIST Privacy respectively) is reassessed against these frameworks at least annually.



www.fortitude-re.com

Ten Exchange Place
Suite 2210
Jersey City, NJ 07302
USA

Seven Springs II
310 Seven Springs Way, Suite 250
Brentwood, TN 37027
USA

Chesney House
96 Pitts Bay Road, 3rd Floor
Pembroke Parish HM 08
Bermuda

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