



(Replaces TransRe's Vision, Mission & Values, most recently updated August 2019).

## **Restatement of Environmental, Social & Governance Principles**

### **Our Purpose And Our Mission**

We are dedicated to providing reinsurance solutions that strengthen our customers' resilience against financial loss.

We apply a diligent and systematic approach to better understand and manage global perils. Our work supports the resilient, sustainable development of communities, businesses and infrastructure.

We deliver social benefits when we achieve our corporate objectives. We believe these social benefits are an integral part of our long term value.

### **Our Values**

We act with **Integrity and** with **Respect** for all.

We focus on our **Customers' Needs** and we strive to exceed their expectations.

We reward **Performance, Entrepreneurship** and **Innovation**.

### **Our Corporate Environmental Responsibility**

We assess the effects of climate change on our assets and liabilities.

We offer time, effort, and energy, as well as financial assistance, to a wide range of projects that align with our goal of resiliency, including research into best practices in disaster preparedness.

We participate in public debates that compare costs of mitigation against costs of repair.

We support projects and causes that share our commitment to environmentally sound regeneration and protection programs.

We seek to control our own impact on the environment.



### **Our Corporate Social Responsibility**

We view social good as a core element of our mission.

We encourage our employees to give back to their local communities. We support such efforts with paid time off and match funding programs.

### **Our People And Our Culture (Diversity, Equity & Inclusivity)**

We value every employee.

We believe our continued success relies upon a diversity of talents and insights to inform our business decisions.

We strive to ensure equitable, inclusive and just treatment for every employee; create workplaces of mutual trust and respect; and work as one team.

We recruit and promote based on qualifications, current performance and future potential.

We invest significant time and resources to enable our employees to be the best professionals they can be throughout their careers.

### **Our Business Conduct And Compliance Framework (Governance)**

We maintain high levels of personal and professional integrity, supported by our governance framework (which includes robust risk and compliance procedures and systems).

We expect our employees to maintain high standards of ethical business conduct.

***December 2020***