



2024
SUSTAINABILITY
REPORT



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IMPORTANT LEGAL INFORMATION

The inclusion of information contained in this report should not be construed as a characterization regarding the materiality or financial impact of that information. For a discussion of information that is material to Arch Capital Group Ltd. (together with its subsidiaries, Arch or the Company), please see our 2024 Annual Report on Form 10-K for the fiscal year ended Dec. 31, 2024, filed with the Securities and Exchange Commission (SEC) on Feb. 27, 2025 (2024 Annual Report). Moreover, Arch's approach to disclosures in this report may differ from the approach to disclosures in other reports, including regulatory filings with the SEC and disclosures made under other regulatory frameworks, including the European Union's Corporate Sustainability Reporting Directive (CSRD). This report may use certain terms, that others may refer to as "material," to reflect the issues or priorities of the Company, its subsidiaries and its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities, or other laws, or as used in the context of financial statements and reporting. This report is intended to present information from a different perspective and, in some cases, in more detail than may be required in other Arch reports, including filings with the SEC or other regulatory disclosures.

This report may include forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 (PSLRA), which reflect our current views with respect to future events, risks and uncertainties. All statements other than statements of historical fact included in or incorporated by reference in this report are forward-looking statements. Forward-looking statements, for purposes of the PSLRA or otherwise, can generally be identified by the use of forward-looking terminology such as "may," "will," "expect," "intend," "estimate," "anticipate," "believe" or "continue" and similar statements of a future or forward-looking nature or their negative or variations or similar terminology. Actual events and results may differ materially from those expressed or implied in these statements. Important factors that could cause actual events or results to differ materially from those indicated in such statements include, among other things, our ability to meet our sustainability goals and targets such as our greenhouse gas reduction targets and those other factors discussed in Item 1A, pages 43-62 of our 2024 Annual Report, and our quarterly reports on Form 10-Q filed with the SEC. These forward-looking statements speak only as of the date of this report. We undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

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Marcy Rathman

*Executive Vice President
Chief Sustainability Officer*

Our Vision for a Sustainable Future and Lasting Impact

I am pleased to share Arch's 2024 Sustainability Report. This document highlights our ongoing efforts to address sustainability across our global footprint in recognition of the importance of balancing today's business needs with those of the future.

Our industry sits at a critical intersection of risk, responsibility and opportunity. In 2024, we continued to explore ways to incorporate sustainability considerations into our work. This included assessing climate-related risks, supporting sustainable energy technologies and solutions, mitigating our operational impact, and contributing to the well-being of our employees and communities.

You will find details of these efforts within this report. We aim to proceed thoughtfully, ensuring our actions align with the practicalities of our business and the expectations of those we serve.

Business Overview and Risk Management

Arch offers specialty risk solutions, property and casualty (re)insurance, and housing sector products globally. By using a "Three Lines of Defense" framework, we optimize risk-adjusted returns and effectively manage risks. Additionally, we employ multiple methods of natural catastrophe modeling to manage climate-related risks and actively manage Arch's aggregate exposure.

Governance and Sustainability Initiatives

Our Board of Directors (Board) plays a crucial role in overseeing the organization, including sustainability-related risks. We have integrated environmental considerations into underwriting processes and supported sustainable energy projects through various insurance solutions. We also offer products that support affordable homeownership, sustainable agriculture and other socially impactful initiatives.

Strengthening Operations and Cybersecurity

We emphasize sustainability and ethical practices to benefit stakeholders through proactive risk management. High priority is placed on managing cybersecurity risk and safeguarding information with Board oversight, executive commitment, and employee awareness and training. Our information security management program has been implemented through policies, processes, technologies and controls.





Our focus on sustainability is about addressing today's needs while ensuring a better future for generations to come. By integrating sustainable practices into our operations, we make a positive impact on the world. This approach allows us to strengthen our relationships with employees, customers and communities. We believe sustainability drives innovation, enhances resilience and contributes to a brighter future.



— Nicolas Papadopoulos
Chief Executive Officer

Employee Development and Engagement

We invest in programs and resources to support employees' physical, emotional and financial well-being. We promote an engaging culture where employees feel heard, valued and respected through workshops, team-building practices and recognition programs. We know our people are the heart of Arch's long-term success.

Community Engagement and Social Impact

We make a positive impact in the communities where we live and work through financial contributions, corporate donations and grants from the Arch Group Foundation. In 2024, we supported more than 700 charitable organizations through our matching gift program. We also allocated over \$4 million in corporate-level donations to charitable organizations aligning with our philanthropy.

Thank you so much for your continued support and for being a valued part of our community. We look forward to maintaining our dedication to these efforts in the years to come.

MARCY RATHMAN
Executive Vice President, Chief Sustainability Officer

Our Sustainability Reporting

We believe in the value of transparency regarding our sustainability initiatives, and we are pleased to share our 2024 progress through the following annual reports and sustainability statements:

2024 Sustainability Report

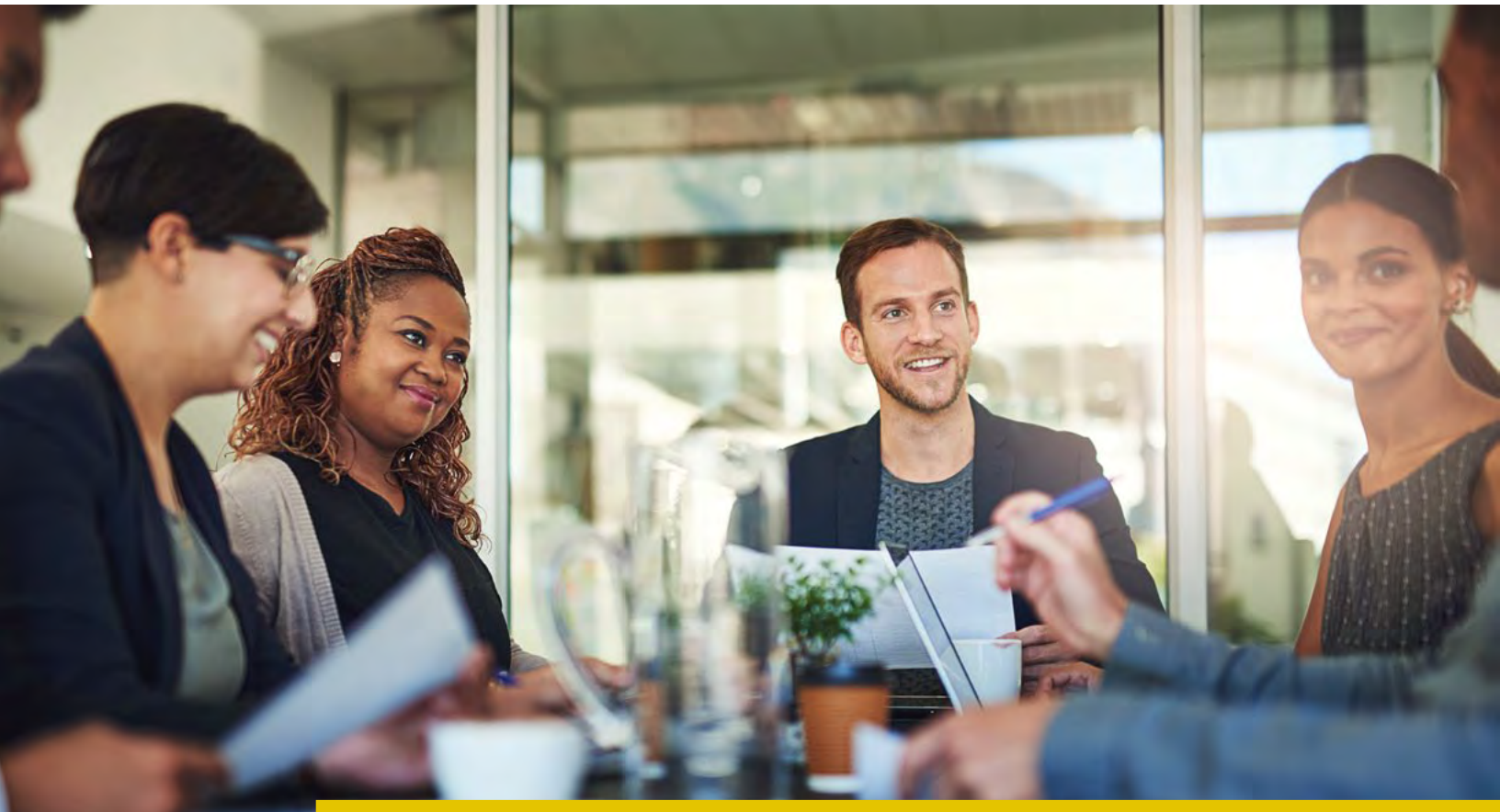
- **Target Audience:** All stakeholders and the general public.
- **Contents:** Provides an overview of our sustainability strategy and priority disclosure areas.

2024 SASB Report (Sustainability Accounting Standards Board)

- **Target Audience:** Investors.
- **Contents:** Addresses disclosures around the financial impacts of sustainability. [Click here to view the report>>](#)

2024 TCFD Report (Task Force on Climate-related Financial Disclosures)

- **Target Audience:** Stakeholders interested in climate governance, strategy, risk management and metrics and targets.
- **Contents:** Outlines our approach to climate governance, strategy, risk management and metrics and targets. [Click here to view the report>>](#)



Our Sustainability Framework

Our strategy is structured around five core impact areas that drive our sustainability initiatives. By organizing our strategy under these pillars, we seek to encompass Arch’s collective achievements and sustainability progress across our operations.



BUSINESS

We offer services and insurance coverages that support our clients through major loss and improve their resiliency; we integrate sustainability factors into our underwriting to reduce risk and capture opportunities for stakeholder benefit.



OPERATIONS

We actively manage sustainability risks and embed compliance, transparency, cybersecurity and resilience across our operations, protecting our people and customers who entrust us with their personal information and business interests.



INVESTMENTS

We believe incorporating certain nonfinancial sustainability factors into investment selection and risk management can potentially enhance long-term investment returns.



PEOPLE

We are committed to investing in the personal and professional success of our employees and creating long-term sustainable growth for our organization.



COMMUNITIES

Striving to make a meaningful impact by investing in our communities is ingrained in Arch’s core Values, woven into the fabric of our corporate culture.





Our Sustainability Priorities

In 2024, we continued to empower our teams to drive progress collaboratively, integrating sustainability-driven thinking and decision-making into the fabric of our company and reinforcing the role of sustainability in our operations.

Below are sustainability topics aligned with the expectations of our stakeholders. We continue to strengthen across each dimension and will continue to evaluate our sustainability strategy based on evolving trends and valuable stakeholder feedback.

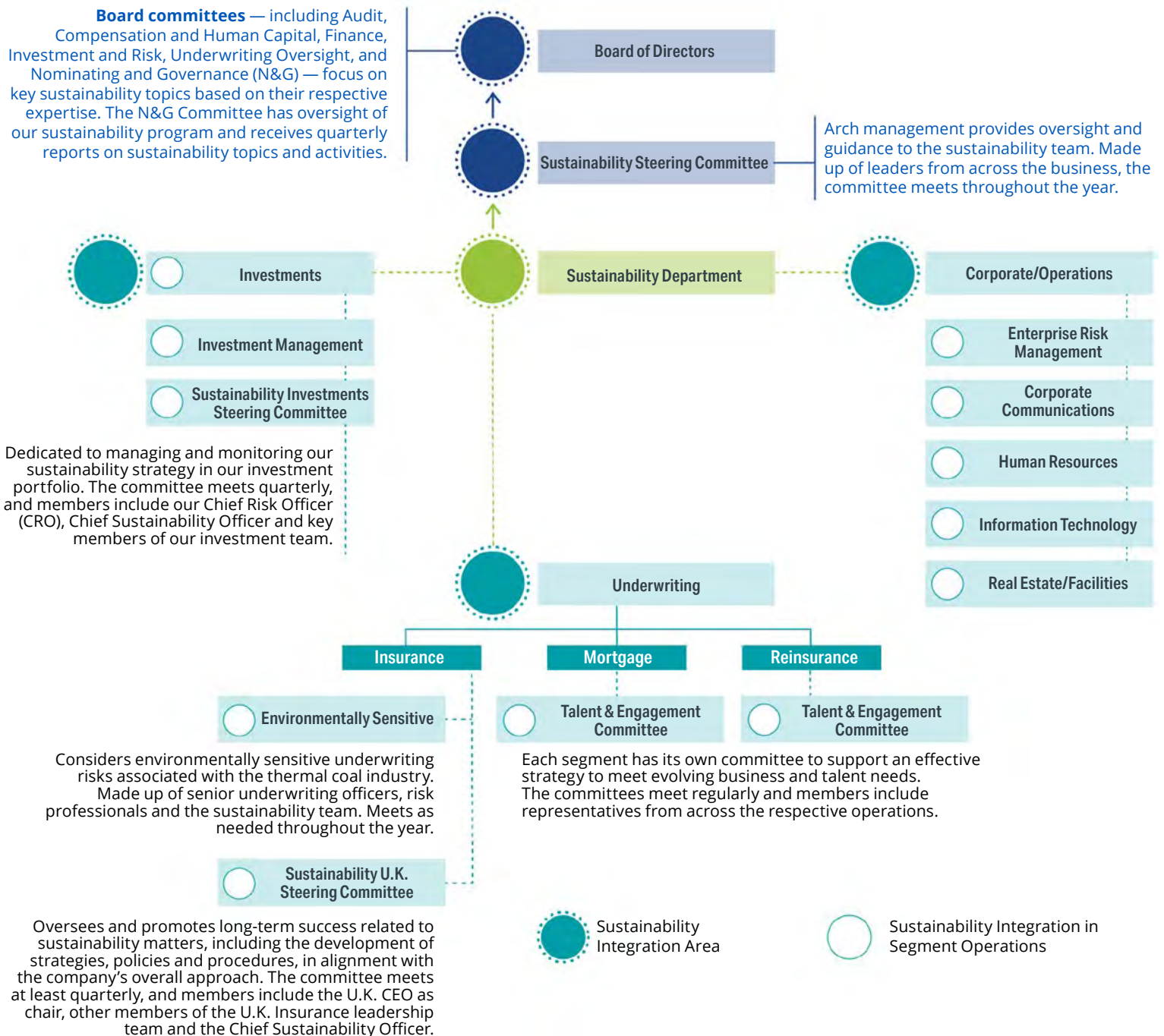
Environment	Social and Human Capital		Governance
	<i>Social Capital</i>	<i>Human Capital</i>	
Carbon Emissions (Operations)	Access to Finance & Special Product Development	Talent & Engagement	Business Ethics & Standards
Climate Risk & Climate Change Management	Community Relations/Engagement/Philanthropy	Employee Health & Safety	Corporate Governance
Financing Environmental Risks & Opportunities	Responsible Investing	Professional Learning & Development	Data Privacy & Cybersecurity
Sustainable Real Estate	Supply Chain Value		Systemic Risk Management

Our Sustainability Governance

Workflow and Integration

Sustainability at Arch is not a stand-alone endeavor. It is a component of our business ethos and embedded into our daily operations, decision-making processes and our commitment to support and build resilience in global communities.

Our sustainability work requires ongoing collaboration across various Arch departments and business segments to drive the development, integration and disclosure of sustainability best practices. This chart offers a visual overview of Arch's sustainability workflow.



2024 Awards and Recognition

Best Place to Work — U.S. News & World Report

Arch Capital Group has been recognized as a U.S. News & World Report Best Place to Work 2024-2025.

America's Most Honored Companies — Institutional Investor

Institutional Investor once again recognized Arch as one of America's Most Honored Companies. Additionally, Arch placed in the top three overall in every category — Best CEO, Best CFO, Best IR Professional, Best Investor Relations, Best IR Team, Best Company Board of Directors, Best Analyst/Investor Event and Best ESG.

Five-Star Carrier — Insurance Business America

Arch Property & Casualty (P&C) Programs was honored as a five-star carrier for the third consecutive year by Insurance Business America. This recognition underscores our commitment to innovation in P&C programs and highlights our long-term dedication to identifying opportunities for growth through leveraging Arch's competitive advantages.

Best Places to Work — Business Intelligence Group

The Arch Insurance Group, Accident & Health Unit, was recognized as one of the Best Places to Work by the Business Intelligence Group. The recognition is based on evaluations that assess workplace culture, employee engagement, benefits, work-life balance and professional growth opportunities.

Five-Star Diversity, Equity and Inclusion Award — Insurance Business UK

Arch Insurance International was recognized as a Five-Star Diversity, Equity and Inclusion award winner by Insurance Business UK for the second consecutive year in 2024, highlighting its ongoing commitment to building a supportive and inclusive culture.

Commercial Lines Insurer of the Year — Insurance Times Awards

Arch U.K. Regional was awarded Commercial Lines Insurer of the Year at the Insurance Times Awards for both 2023 and 2024.

2024 Underwriting Service Quality Marque — Gracechurch

Arch Insurance received the inaugural Gracechurch Underwriting Service Quality Marque, an award given to both the U.K. and the London Market underwriting teams that meet high service quality standards and provide an excellent experience to their brokers and end-clients.

2024 Top P&C Insurance Company — S&P Global Market Intelligence

Arch Insurance was named a Top P&C Insurance Company by the S&P Global Market Intelligence during their annual webinar.

HCM Excellence Award: Best in Leading Diversity, Equity and Belonging Initiatives — Brandon Hall Group

Arch Insurance received the HCM Excellence award and was named Best in Leading Diversity, Equity and Belonging Initiatives by the Brandon Hall Group. This award showcases exceptional accomplishments in Human Capital Management.

Five Stars Claims — Insurance Business UK

Arch Insurance U.K. Regional Division was recognized as a Five-Star Claims service award winner by Insurance Business UK in 2024, highlighting its ongoing commitment to delivering an outstanding claims service to its brokers and clients alike.

Five Stars Claims — Insurance Business Australia

Arch Insurance Claims team was awarded 5 stars from Insurance business in their first annual Claims award. This is a broker-nominated award and Arch was one of only six insurers to receive this rating across Australia and New Zealand.

RISE Elite 50 Internships

Arch Insurance was named one of the RISE Professionals Elite 50 Internships for the fourth consecutive year in a row, 2021-2024. RISE identifies and publishes the 50 best internship programs in the insurance industry across the U.S.

Outstanding Toastmasters Club — Toastmasters International Division A

Arch Philippines was recognized as an outstanding club by Toastmasters International for its exceptional work in teaching public speaking and leadership skills.

Top Insurance Employer 2024 — Insurance Business UK

Arch Insurance was named a Top UK Insurance Employer by the Insurance Business UK Magazine for the third consecutive year.

Top Insurance Employer 2024 — Insurance Business Australia

Arch Insurance Australia received the Top Insurance Employer award from Insurance Business Australia for the fourth consecutive year. The team is committed to fostering an environment where employees thrive and perform.

Five Stars Across Three Lines of Business & Two 4.5 Stars — LMI Claims Comparison Ratings 2024

Arch Insurance Australia received five stars in the LMI Claims Comparison Ratings 2024 across three lines of business, with two 4.5-star ratings. The LMI Claims Comparison rates the claims service of Australian insurers by product class following a broker survey.

5-Star Professional Liability & D&O Insurer 2024 — Insurance Business Canada

Arch Insurance Canada was recognized again as a five-star professional liability and D&O insurer by Insurance Business Canada.

Top Insurance Employer — Insurance Business Canada

Arch Insurance Canada was named a Top Insurance Employer in 2024 by Insurance Business Canada. This recognition marks our second consecutive year receiving this award, highlighting our ongoing commitment to workplace culture, professional development and diversity efforts.

5-Star Claims — Insurance Business Canada

Arch Insurance Canada was named one of 2024's Top Claims Insurers in Canada. This recognition highlights its success in implementing effective talent management and recruitment strategies.





We offer specialty risk solutions, property and casualty (re) insurance, and housing sector products in communities worldwide. The services and insurance coverages we provide protect our clients, allow them to rebuild after major losses and help families build wealth through homeownership. Helping our clients manage uncertainty begins with assessing and addressing risks and collaborating to build resilience in a world facing heightened climate perils and evolving societal demands.

Our Enterprise Risk Management Strategy

Strategic risk management enables us to optimize risk-adjusted returns, resulting in strong financial performance. To effectively manage risk across our organization, we employ a “Three Lines of Defense” risk-governance framework that identifies risk-management responsibilities across the organization. This framework, strengthened by key controls, helps limit risk. [See page 4 of our 2024 TCFD Report for a detailed description of our “Three Lines of Defense” framework.](#)

Our Enterprise Risk Management (ERM) team formally identifies and integrates sustainability performance, including climate change and climate-related risks, into our Risk Register and extends that analysis to specific climate-related business risk evaluations in line with the recommendations of TCFD. We review these evaluations and validate the underlying data at least annually. [See page 6 of our 2024 TCFD Report.](#)

Modeling and Assessing Natural Catastrophe Risk

We take the risks of climate change seriously and recognize that a continued rise in average global temperatures has the potential to significantly impact weather-related losses.

We use multiple methods of natural catastrophe modeling, including proprietary and leading third-party computer models, to inform our underwriting decisions with a continued focus on the quality of our data and accuracy of our tools. We actively manage our aggregate exposure to climate change, climate-related risk and catastrophic events as we evaluate near and long-term natural catastrophe risk at the location and portfolio levels. Specific areas of research and focus in 2024 included Australian models, European severe thunderstorm, Canadian and U.S. Wildfire, Canadian severe convective storm and Caribbean Earthquake and Hurricane.

The ERM team keeps management informed of peak high-risk zones and exposure to risk for a substantial loss from a catastrophic event. Natural catastrophe risks in our portfolio are geographically diversified, and we attempt to minimize material concentrations. We report our natural catastrophe aggregate exposures quarterly in our external financial reporting. For additional information regarding our natural catastrophe exposures, [see item 7, pages 67-98, of our 2024 Annual Report.](#)

The impact of climate change and climate-related risk also extends to capital, as reflected in our Own Risk and Solvency Assessment, which includes current and forward-looking evaluations of capital in expected and stressed conditions.





Governance

Our Board of Directors (Board) is responsible for governing the organization, overseeing its operations and assessing the performance of executive management in implementing corporate strategies. We have identified and integrated sustainability-related risks and controls within each of our key risk categories. These risks are documented within our risk policies, which identify the roles and responsibilities of Board committees for sustainability-related risks.

On a quarterly basis, our Board reviews information from senior management, including our CRO. These reviews evaluate material risks, including those related to natural catastrophes and the potential implications of climate change, investments and market risk, as well as general economic factors that may impact our financial results. The discussions are generally focused on our ability to withstand adverse events given our current capital position.

RISK CATEGORY	RISK DESCRIPTION	LEAD BOARD OVERSIGHT COMMITTEE
Group	Strategy development	Board
	Governance	Nominating and Governance
	Capital management	Finance, Investment and Risk
Insurance/ Underwriting	Product line performance	Underwriting Oversight
	Risk aggregation	Underwriting Oversight
	Reserving	Audit
Credit	Reinsurance/Investment counterparty risk	Audit
Investment/ Market	Investment portfolio guidelines	Finance, Investment and Risk
	Investment portfolio management	Finance, Investment and Risk
Liquidity	Liquidity	Audit
Operational	Rating agency	Finance, Investment and Risk
	Reputational	Board
	Legal/Legislative/Political	Audit
	Talent management	Compensation and Human Capital
	Business disruption and system failures	Audit



Evaluating Environmental Exposures

The insurance industry is positioned to play a role in supporting low carbon technologies. At Arch, we are taking steps to address climate challenges and support our insureds in their efforts to adapt and strengthen their resilience.

Thermal Coal Policy

As a global insurer, we take a proactive approach to reducing risk and taking advantage of opportunities in our underwriting for the benefit of our stakeholders. Through our Thermal Coal Policy, we integrate environmental considerations into our underwriting processes for thermal coal-related business accounts. This policy, which applies to our global insurance underwriting, outlines key considerations designed to fully evaluate risk and trigger escalations, as necessary, for further review. These considerations include:

1. Screen and evaluate all thermal coal transactions against the risk threshold set at 30% of an account's revenues derived from thermal coal mining and/or coal power production.
2. Refer accounts that exceed the threshold to the relevant escalation committee.
3. Conduct additional assessments of these transactions through Environmental Risk Oversight Committees (EROCs).
4. Provide quarterly reports on the findings and outcomes of EROC's assessments to the N&G Committee.

2024 Total Escalations

This chart represents our 2024 worldwide escalations, including global coal escalations and 10 referrals from our U.K. business related to oil sands and Arctic energy exploration and drilling (all proceeded/bound).



2024 Submissions

Since the implementation of our Thermal Coal Policy, our underwriters are declining such business accounts for various reasons including, but not limited to:

- Account had no climate-related transition plan.
- Insured was benefiting from deforestation.
- Insured was a stand-alone coal mine.

[VIEW OUR THERMAL COAL POLICY >](#)

Arctic Energy Exploration/Production and Oil Sands Extraction Policies

Our U.K. insurance companies also apply sector-specific guidelines pertaining to Arctic energy exploration and production and oil sands mining and surface extraction. These policies set forth the scope and screening parameters for the assessment and escalation referral process for business accounts in these environmentally sensitive sectors.

Providing Environmentally Sustainable Insurance Solutions



Surety Bonds to Support Sustainable Energy

Our surety bond practice supports sustainable energy projects that accelerate the energy transition. The demand for energy is increasing, leading to more sustainability energy development projects that can be built and tied into the energy grid.

Arch's dedicated team of surety underwriters specializes in the renewable energy industry, with a focus on solar, wind, battery/energy storage, biomass and hydro opportunities for financial assurance requirements. These requirements include surety bonds that guarantee engineering, procurement and construction contracts, power purchase agreements, utility interconnection agreements, and decommissioning agreements of installed solar and wind assets.

We continue to see meaningful growth in sustainable energy projects, and our surety bonds have supported over \$3 billion guarantees in the renewable energy space since 2021, establishing Arch as a go-to surety credit market provider for our targeted agents and brokers.

Advancing Energy Innovation with Expert Insight

To support industries in the energy transition, we hired Rodney Garrard as our Geo Energy Advisor. With extensive industry expertise, Mr. Garrard has been instrumental in developing a Carbon Capture, Utilization and Storage product with our U.K. Offshore Energy team. Additionally, he is establishing a knowledge base in the nuclear Small Modular Reactor and Advanced Modular Reactor space. Technological advances in both next-generation nuclear technologies are making it more viable for nuclear to be an integral part of the future sustainable energy system. This underscores Arch's commitment to energy and sustainability, highlighting our continuous innovation and expansion in this critical sector.



The energy sector itself is evolving quickly, and Arch is committed to being as agile and informed as possible. While some energy forms might look good on paper, it's critical to understand whether they are commercial, scalable and what the associated risks are. Ultimately, the focus is on assessing risk; the more you know and understand about any model or system, the better you can manage the risk. I bring decades of industry experience in both the E&P and nuclear industries to the role, which enables me to support Arch on several fronts.



— Rodney Garrard
Geo Energy Advisor

Energy Transition — Opportunities in an Evolving Energy Space

Through Arch's diverse specialty lines dedicated to enhancing sustainable efforts, we offer coverage solutions for sustainable energy companies. Our products encompass wind and solar power generation (both offshore and onshore); battery energy storage systems (BESS); ethanol, hydrogen, and other biofuels including sustainable aviation fuel (SAF); carbon capture and storage (CCS); nuclear, hydro, and geothermal power generation; direct air capture and other innovative technologies.

Our U.K. Energy Property and Liability lines units underwrite end-to-end sustainable energy projects including construction, cargo and operational coverages. We are recognized leaders in the energy construction sector, with bespoke contract wordings tailored to meet the needs of these projects.

- **Consortium Participation:** We address transit, stop-throughput standalone stock and warehouse legal liability for energy transition companies.
- **Supporting Lower Carbon Energy Infrastructure:** We support the installation of interconnector cables, which are crucial for connecting offshore energy sources, such as wind farms, to the mainland power grid.
- **Coverage for Emerging Energy Technologies:** We support a facility focused on providing property and business interruption coverage to BESS projects, as well as a facility supporting the construction and operational coverage for hydrogen projects.

Global Energy — Supporting Denmark's Sustainable Energy Initiatives

- Arch extends underwriting coverage to a leading government-backed financial institution in Denmark through a reinsurance treaty. This government-supported financial institution guides companies worldwide as they incorporate energy efficiency practices and environmentally responsible technologies. These co-financing solutions enable businesses at different stages of development, supporting innovation and sustainability in low-carbon technologies.



Supporting Responsible Behaviors of Our Insureds

We are committed to identifying business opportunities associated with environmentally friendly practices that also incentivize responsible environmental behaviors.

Commercial Property

Green Building Coverage

- Policyholders can choose to reconstruct using sustainable materials, enlist certified design professionals to oversee sustainable renovations, and obtain or renew LEED® or comparable certifications.

Premium Credits

- Early fire detection and suppression systems are designed to reduce the frequency and severity of fires.

Natural Catastrophe Coverage

- Our Property team supports recovery from earthquakes, hurricanes and floods, helping property owners, businesses and communities rebuild quickly. Coverage includes water treatment plants and infrastructure, ensuring clean water access and preventing environmental contamination.

Retail Energy — Oil and Gas

Managing Well Control Events

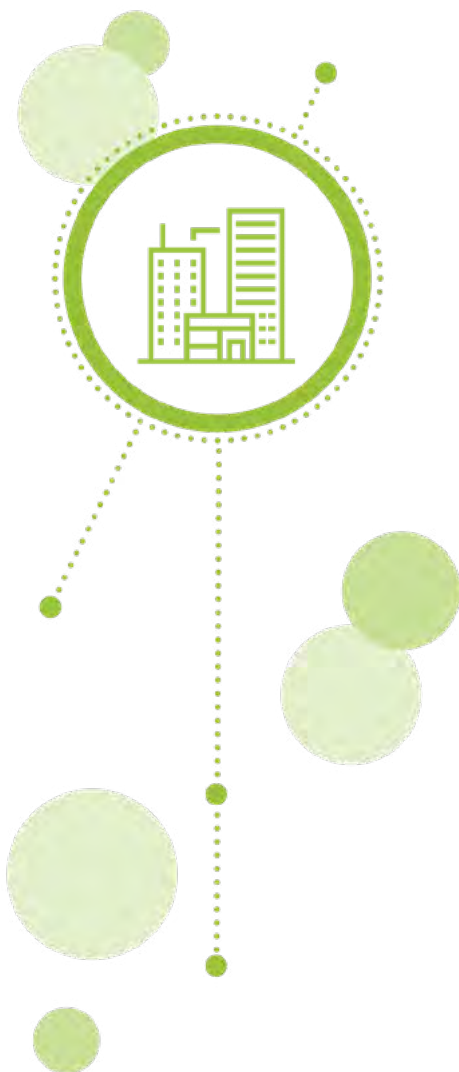
- Access to a hotline that connects customers with a well control professional, who can provide steps to manage well pressure and help prevent dangerous conditions, and well control training offered to selected insureds to assist with their well incident prevention programs.

Controlling Spills

- Specific coverage enhancements for pollution events are written into our CornerstoneSM Commercial General Liability policy to allow our customers to promptly clean up spills and mitigate potential environmental impacts.

Environmentally Focused Risk Control Services

- Arch Property Risk Control service platform provides support and training to our insureds, including best practices for hot work (welding and flame cutting) and fire impairment protocols.
- Retail Energy's risk control division partnered with a sustainability consultant to support our insureds in environmental reporting and governance.



Enabling Health, Safety and Optimal Outcomes for Our Customers

Our Casualty Risk Control service platform offers health and safety support and best practice recommendations for our insureds. This support includes:

- **Consulting on Work Site Safety, Employee Onboarding and Post-Injury Management Programs:** Helping customers develop and implement consistent workplace safety orientation and training programs, and assisting our insureds in developing policies and systems to hold their supervisors accountable for these critical activities.
- **Consulting to Protect the Public:** Assisting clients in developing plans and implementing best practices to eliminate or minimize exposure to common hazards, including driving hazards, highway work zone accidents and slip/fall exposures in retail environments.
- **Safe Driving:** Helping customers properly screen and manage employee drivers of all types of vehicles to improve their on-the-road safety performance. For example, combating distracted driving, reinforcing defensive driving skills and providing access to continuous employee driver record monitoring so our customers can better assess their drivers' risk profiles.
- In 2024, we developed a tool to better analyze and consult with policyholders on their results from the U.S. Department of Transportation's Safety Measurement System (SMS). The SMS utilizes data from roadside inspections, crash reports from the last two years, and investigations to identify and intervene with motor carriers. This tool allows us to provide more detailed insights and tailored advice, helping policyholders improve their safety performance.



We provide complimentary access to web-based platforms to keep our insureds informed with up-to-date industry news and insights, and equip them with supplemental resources to enhance safety, health, compliance and loss prevention programs. These resources include training programs, policy and procedure templates, regulatory compliance bulletins, technical guides to improve our insureds' operations, safety program templates, compliance applications and an HR resource center with a dedicated hotline for 24/7 policyholder assistance.

We continue to add strategic third-party alliances aimed at securing preferential pricing for Arch policyholders for various safety, health and risk management resources. We offer co-funding arrangements for specialized safety and loss prevention resources, which include:

- Crisis counseling and mental health consulting, encompassing post-traumatic event counseling through a global leader in behavioral health and workplace violence solutions.
- Active shooter training and facility security assessments.
- Access to online safety and health training modules.
- Monitoring services for motor vehicle records.
- Vehicle camera and telematics systems for driver monitoring and improvement.
- Cloud-based software systems for safety and quality management.
- User-friendly accident reporting applications.
- Pre-hire overt screening tools.
- Legal services specializing in guiding companies through interactions with Occupational Safety and Health Administration and other regulatory bodies during catastrophic accidents.

Providing Socially Sustainable Insurance Products

We are dedicated to ensuring a sustainable future for our insureds by offering a range of products and customer-oriented solutions that help build safer, stronger and more inclusive communities.

Our Mortgage Products

Through our mortgage insurance (MI) products, we enable families to purchase homes and accumulate wealth. The down payment required on a mortgage is often a significant hurdle to buying a home, particularly for lower-income families. MI helps borrowers qualify for loans with lower down payments. Our MI business gives lenders the confidence and flexibility to approve mortgage loans with a modest down payment, expanding opportunities for homebuyers, which in turn strengthens communities and promotes a healthy economy.

We are proud of our role in expanding responsible homeownership opportunities and helping homebuyers realize the long-term benefits of owning a home.

Clearing the Path to Homeownership

85%

MI reduces the time it takes to save, a 3% down payment vs. a 20% down payment for a qualified loan, by 85%.

25 years

The time it takes to save a 20% down payment on the median home is approximately 25 years, up from 24 years in 2023.²

60%

of buyers using Arch MI are first-time homebuyers.

Home price appreciation, high interest rates and a lower rate of saving are making affordability an even greater concern.

78%

of aspiring homeowners cite affordability, including saving for a down payment, as the largest barrier to homeownership.¹

139,000 families

in the U.S. attained homeownership with Arch MI in 2024, ~29% of whom were low-income buyers.³

Homeownership benefits extend to net worth. A home is the largest driver of household wealth, especially for minority borrowers.⁴

¹ Bank Rate survey: <https://www.bankrate.com/mortgages/home-affordability-report/#high-housing-costs>

² Based on median renter household income, the median home price and a 6.1% average savings rate in 2024 and 6.2% in 2023.

³ Loans where the qualifying income was less than 80% of the area median income in their census tract; includes both purchase and refinance.

⁴ Economists' Outlook: Single-family Homeowners Typically Accumulated \$225,000 in Housing Wealth Over 10 Years.

Facilitating Affordable Housing Programs

Arch MI is a strong supporter of the affordable housing programs offered by our lender customers. Through 2024, Arch MI has approved more than 100 lender-specific programs that address affordable homeownership, including many programs that eliminate the down payment requirement, or allow for lender-funded grants for low- or moderate-income borrowers.



Providing Sustainable Housing Is Core to Arch MI's Business Strategy

In 2024, Arch MI continued insuring mortgages under its innovative Equal Access insurance program that enables lenders to originate loans for low-income borrowers. Eligible borrowers, whose incomes are less than 100% of the area median income, can obtain financing with a modest down payment accompanied by reduced MI rates. The Equal Access program complements our Community Heroes program that supports financing for essential workers — such as teachers, emergency responders, police officers, firefighters and former military personnel.

The program features reduced MI costs to promote homeownership among these professional segments in the communities in which they work. The programs are available to credit unions and commercial banks and are designed to help address the affordability challenges so many borrowers are facing today.

Educating Policymakers About Barriers to Affordable Homeownership

In 2024, Arch MI facilitated Affordable Homeownership Roundtables (Roundtables) in the congressional districts of two members of the U.S. House of Representatives to address homeownership obstacles and the nation's affordable housing crisis. The meetings were co-hosted by U.S. Representatives.

Rep. Zach Nunn (R-Iowa), held a Roundtable focused on housing barriers in rural America. The event brought together housing finance providers from credit unions, banks, mortgage banks and government agencies to identify challenges facing current and potential homebuyers.

Additionally, Arch MI facilitated three North Carolina Roundtables featuring some of the nation's top authorities on housing issues. Approximately 20 members discussed advancing financial literacy, innovative loan products for low- and moderate-income borrowers, down payment assistance programs, and solutions for the rising costs of homeowners insurance.

Creating and Partnering with an Informed Mortgage Industry Workforce

Arch MI educates the nation's mortgage professionals and policy influencers through its periodic [Capital Commentary newsletters](#) and its [PolicyCast](#) podcasts. The newsletters focus on housing policy, while the PolicyCast features leaders in the housing industry. Distributed to over 150,000 mortgage professionals and housing policy leaders, the newsletter and podcast highlight critical issues such as challenges in increasing housing supply, the rising cost and limited availability of homeowners insurance particularly in disaster prone areas, and how factory-built homes can address the nation's affordability problem.

[VIEW ARCH MI'S KNOWLEDGE CENTER >](#)

Other Insurance Products Generating Positive Social Impact

Contributing to Sustainable Agriculture and Resilient Economies through Micro-Insurance

Arch's agriculture team facilitates micro-insurance schemes in developing countries, enabling banks and financial institutions to extend loans to smallholder farmers without requiring personal land as collateral. This insurance coverage against natural disasters like floods, frost, drought, and landslides helps farmers access credit and enhances their financial resilience. It also supports global efforts to curb rural-to-urban migration, bolster food security, and encourage rural development. Our commitment lies in supporting our clients to devise innovative risk transfer schemes specifically tailored to safeguard vulnerable communities exposed to the impacts of severe weather events.

California Lawyers Economic Justice Program

In California, we provide cost-effective Lawyers' Professional Liability coverage to low-bono attorneys, a group that often serves clients from lower socioeconomic backgrounds. The majority of these attorneys are currently without insurance and have averaged less than \$100,000 of revenue over two of the last three years. As of Dec. 31, 2024, Arch bound 45% of applicants from our California Lawyer's Economic Justice Program and renewed 77% of expiring policies.

Surety Group Apartment Rentals Program

Our lease rental bond program issues surety bonds to offer rent payment security for apartment leases throughout the U.S. This initiative aids individuals in securing housing in neighborhoods and properties with better opportunities and increased safety, while contributing to development of personal credit history.

Since its launch in 2019, this program has aided nearly 100,000 individuals or families achieve their housing goals.

Payment and Performance Bonds for New York City Housing Authority

Our surety bonds provide support to contractors that participate in the New York City Housing Authority's (NYCHA) rehabilitation project in The Bronx, New York. Through the program, a multi-building complex will receive a number of renovations including upgrades to flooring, kitchens, plumbing, heating and electrical systems, new lighting and enhanced security systems. This modernization project is expected to improve building performance and enhance more than 800 residents' quality of life.



Marine Cargo Underwriting

Through our agency with the Lloyd's of London market, we participate in cargo insurance initiatives to support the transport of essential food, health and social aid.

McNeil Emergency Services Programs

For more than 25 years, Arch subsidiary McNeil & Company, Inc. (McNeil) has insured firefighters and emergency responders, primarily through our leading ambulance and emergency services insurance programs. We also offer a risk management webinar series to help enhance the skills, safety and overall effectiveness of these first responders.

Webinar Courses

- In 2024, we provided 34 webinars to over 7,600 first responders.
- We hosted several guest speakers with specialties in fire service and hazardous materials.

E-Learning Platform for Firefighters and Emergency Responders

- Approximately 600 course offerings.
- More than 125,000 users from over 5,400 organizations.
- Over 2.4 million courses have been taken since its inception in 2009.



Sovereign Credit Underwriting Programs

Our team supports key clients by underwriting programs that enable financing for governments in developing countries and emerging economies. We insure lenders against sovereign default risks, collaborating with top-tier multilateral organizations to back projects that drive economic and social growth.

- Since 2019, we have supported African Trade and Investment Development Insurance (ATIDI) in crucial developmental projects across Africa, such as improving access to drinking water in Angola and constructing hospitals and infrastructure in Ghana. In 2024, ATIDI assisted the Benin Ministry of Finance in securing financing for sustainability programs, including new water treatment projects.
- We continue to support the Islamic Corporation for the Insurance of Investment and Export Credit (ICIEC), a member of the Islamic Development Bank, in facilitating foreign direct investment into member countries. In 2023, we partnered with ICIEC to finance a high-speed rail line in Turkey, contributing to the country's green transition goals.
- Since 2020, we have developed a relationship with Multilateral Investment Guarantee Agency (MIGA), a member of the World Bank, to provide guarantees for projects in developing countries. This year, MIGA's guarantee, combined with our reinsurance support, facilitated financing for small and medium-sized (SME) farmers in Brazil engaged in "no-till" operations, promoting an inclusive green economy. In 2025, we plan to partner with the World Bank on "Debt for Development Swaps" to support various development goals.



Strengthening our operations’ sustainability and ethical practices benefits all our stakeholders. Through proactive management of sustainability risks and the integration of compliance, transparency, data protection and resilience throughout our organization, we are well prepared to safeguard the personal information and business of those who entrust us.

Our Data Protection & Cybersecurity Strategy

Ensuring the management of cybersecurity risk and safeguarding information across our organization is a high priority. We address these concerns at multiple levels, including Board oversight, executive commitment and employee awareness and training.

Maintaining a robust information security management program through policies, processes, technologies and controls is fundamental to our business’ success. We work to ensure that data protection and cybersecurity risk management are embedded in all of our operations.



Strategy Element	Privacy and Data Security Program Protocols
<p style="text-align: center;">Board Oversight</p>	<ul style="list-style-type: none"> ■ Arch’s Audit Committee, comprised of independent directors from our Board, oversees the Board’s responsibilities relating to the operational (including information technology (IT) risks, business continuity and cybersecurity) risk affairs of the company. ■ Our group Chief Operating Officer, with input from our Chief Information Security Officer (CISO), provides quarterly reports (or more frequently if appropriate) to the Audit Committee on key metrics, including our external security ratings score, the effectiveness of key security measures to help defend, identify and respond to cyberattacks and any material security incidents.
<p style="text-align: center;">Organizational Controls and Governance</p>	<ul style="list-style-type: none"> ■ Our CISO oversees compliance of our information security/cybersecurity (IS) standards and mitigation of IS risks. ■ Arch’s Privacy and Security (P&S) Committee meets bi-monthly and is co-chaired by the CISO and Deputy General Counsel, bringing together IT security, legal, compliance, human resources and other functional leads. ■ The P&S Committee serves as an important forum to: <ul style="list-style-type: none"> ■ Address emerging cybersecurity risks. ■ Review and address cybersecurity and privacy regulations. ■ Approve policies and standards, such as our privacy and data handling, access control, operational security and records management policies. ■ Promote cross-functional cooperation to manage cybersecurity and privacy risks across the enterprise and regularly update policies. Review and address cybersecurity and privacy regulations. ■ Our Operational Risk Committee (ORC) is comprised of senior IT, operations, risk, legal and compliance leaders from across our business segments. The ORC meets quarterly to address operational risks. ■ The IT Steering Committee meets quarterly and includes our group Chief Information Officer and executive leadership to vet critical IT initiatives, taking into account cybersecurity risk mitigation in our planning.

Strategy Element	Privacy and Data Security Program Protocols
Policies	<ul style="list-style-type: none"> Our privacy and security policies govern all business lines and subsidiaries. We monitor and adhere to the various privacy and security regulations in the regions where we do business. We monitor proposed privacy and security regulations and emerging risks to ensure appropriate policies and procedures are implemented in a timely manner.
Training	<ul style="list-style-type: none"> We hold annual mandatory employee trainings on privacy and information security, records and information management and General Data Protection Regulation. We conduct regular phishing tests; employees who fail phishing tests are enrolled in additional training. We promote awareness of cybersecurity risks through communications and education of our employee population on best practices in this area and security trends.
Vendor Risk Management and Third-Party Relationships	<ul style="list-style-type: none"> Arch's Vendor Management group performs a risk assessment of new vendors to determine the level of due diligence required based on aspects of the relationship. Vendors are assessed on their ability to protect data from unauthorized access. Vendors are required to adhere to minimum privacy and security measures through contractual obligations.
Evaluation and Testing	<ul style="list-style-type: none"> We annually undergo external evaluation, including penetration testing. Our infrastructure team undergoes annual SSAE 18 SOC 2 exercises.



Business Continuity

Incident Response Planning and Preparedness

To safeguard personal data and digital assets, we embed data protection and technology programs across our operations. Controls focus on our ability to prevent, detect and quickly respond to security events that may affect our operations.

At Arch, our commitment to incident response and cyber incident response planning and preparedness is evident through regular maintenance and testing of our crisis incident management and cyber incident response plans. This preemptive approach is designed to ensure we are prepared for cybersecurity incidents, natural disasters and other potential business disruptions within stated thresholds. Should such challenges arise, our Crisis Incident Management Team (CIMT) will be mobilized.

The CIMT, comprised of senior executives across the company, conducts quarterly exercises to validate its notification plan. These exercises ensure our ability to promptly notify Arch management, meet as a team to assess the event, and consider response options in the event of an actual crisis. To further enhance preparedness, tabletop exercises are conducted regularly, simulating specific scenarios to clarify roles and responsibilities during a crisis.

For governance and oversight, the ORC manages risks that arise primarily from business continuity matters and third-party oversight. The ORC's objective is to mitigate disruptions to Arch's business operations. The committee meets quarterly to review information security, third-party risk, vendor management, facilities, unplanned downtime, business disruption, business continuity and disaster recovery programs.

Conducting Business Ethically

Honesty, integrity and trustworthiness are core values that define our culture and drive our relationships with customers, employees and business partners. We uphold and reinforce these values through our company policies, including our Code of Business Conduct (Code). Our Code requires attestation by all of our employees and Board members, including external directors, and drives our ethical decision-making. Additionally, we extend the expectations set forth in the Code to our external network through the implementation of a Supplier Code of Conduct for our vendors.



Key Areas Covered by Our Code:

1. **Ethical Commitment:** Honesty, fairness and ethical dealings with customers, suppliers, competitors and colleagues.
2. **Respectful Workplace:** Cultivating a respectful and collaborative workplace and maintaining a discrimination-free workspace.
3. **General:** Addressing conflicts of interest, guidelines for gifts and entertainment, and ensuring the protection of confidential information.
4. **Business Integrity:** Upholding accurate record-keeping, transparent reporting and effective communication practices.
5. **Compliance and Governance:** Adhering to political, copyright, antitrust and competition laws and economic sanctions regulations globally.
6. **Securities and Insider Trading:** Guidance on trading securities and preventing insider trading.
7. **Sustainability Strategy:** Arch's sustainability strategy and collaborative successes for a sustainable future.
8. **Anti-Bribery and Anti-Corruption:** Compliance with anti-bribery and anti-corruption laws.
9. **Safety and Environment:** Ensuring a healthy, safe work environment and complying with laws in designated countries.
10. **Money Laundering Prevention:** Programs to combat attempts to facilitate money laundering.

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At Arch, doing business ethically is our core value. I help to oversee our Code, a program that promotes honesty, integrity, and trust in every decision. Through training, open reporting, and accountability, we build an engaged, safe, and respectful workplace. This not only meets regulatory standards but also pushes us towards a sustainable future.

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— Vivian Roper
Senior Vice President,
Senior Compliance Officer

We have a series of separate but related governance and policy statements that, together with our Code, set forth decision-making standards consistent with our regulatory and ethical frameworks. These frameworks include policies on:

- Insider trading and confidential information.
- Use of our company network and electronic communications.
- Privacy and data handling.
- Records and information management.
- Social media and communications.
- Sanctions awareness.

Policy Against Discrimination and Harassment

We are committed to creating a welcoming culture where employees feel safe and empowered. Our anti-harassment policy addresses our commitment to protecting our employees. All Arch employees (including part-time, seasonal or temporary workers) and New York-based independent contractors are required to take training on sexual harassment prevention. New hires take training when they start, and all employees take refresher training every other year.

[VIEW OUR CODE OF BUSINESS CONDUCT >](#)

Policy on Human Rights

Our Human Rights Policy sets forth the standards for global business conduct related to human rights and labor for our company, including all our employees and suppliers. It is guided by the U.N. Universal Declaration of Human Rights and expresses our commitments to Fair Treatment, Forced Labor, Child Labor and Human Trafficking, Freedom of Association, and Safe and Healthy Workplace. Its extension to our supply chain is supported by our Supplier Code of Conduct.

Please review our Supplier Code of Conduct on Page 30 and read about Arch's Human Rights Policy and Arch Insurance International's Modern Slavery and Human Trafficking Statement.

[VIEW OUR HUMAN RIGHTS POLICY >](#)

[VIEW OUR MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT >](#)



Reporting Concerns and Suspected Violations

We encourage our employees and vendors to report questions or concerns to their group compliance officers or, if someone prefers to place an anonymous report, to use our 24-hour compliance hotline or online portal, hosted by a third-party. The hotline can be reached through local telephone numbers for all of Arch’s global locations and multilingual staff is available at the call centers.

Training

All employees must complete mandatory compliance training that includes our Code, privacy and information security awareness, anti-harassment, sanctions awareness and records management. We also require annual attestations of our social media policy. All employees must attest to the Code annually and refresher training is required every three years.

Governance and Reporting Structure

Oversight of the Compliance Program by the Audit Committee includes quarterly reports, or more frequently as needed.



Responsible Sourcing

Arch is committed to procuring sustainable products and services and respecting human rights as an important part of our sustainability strategy and our vision to build purposeful growth across our global operations. We recognize the benefit of conducting supplier outreach and sustainability assessments to confirm our suppliers share these priorities.

Supplier Risk Management and Compliance

Arch strives to build partnerships and engage with suppliers that align with our values, ethics and sustainability standards. We encourage both new and existing vendors to commit to our Supplier Code of Conduct (Supplier Code), which sets forth expectations for ethical behavior, environmental management, labor practices and anti-corruption measures. During 2024, 333 vendors acknowledged our Supplier Code, agreeing to adhere to the following guidelines:

- Comply with all applicable fair trade, anti-boycott, antitrust and competition laws, anti-money laundering, anti-corruption and anti-bribery laws.
- Not give, offer, promise or accept any kickback, bribe, political contribution, gifts, favor or anything of value when dealing with government officials or any other person to obtain or retain business.
- Comply with data privacy, data protection, security laws and regulations, and copyright laws.
- Comply with all applicable U.S. and international sanctions laws and regulations.
- Report violations if they see any.
- Comply with all applicable labor, health and safety, anti-discrimination, anti-retaliation and other workplace laws.
- Comply with all applicable laws in the services they provide.
- Incorporate principles of considering businesses from a broad range of backgrounds when making their own contracting decisions.
- Comply with environmental laws and minimize negative environmental impact from operations.

Arch retains the right to monitor, audit and investigate suppliers in accordance with our Supplier Code. Supplier compliance with an audit request may include self-assessment questionnaires, and/or meeting with Arch personnel. Supplier actions found to be inconsistent with our Supplier Code may jeopardize the relationship.

[VIEW OUR SUPPLIER CODE >](#)

Ensuring Data Protection in Third-Party Relationships

We have a process for managing the cybersecurity risks of third-party service providers and meeting regulatory requirements. As part of our supplier management program, there are threshold requirements for engaging with third parties that are designed to identify and mitigate risks associated with their use. Before a third party provides any services, our centralized vendor management group performs a risk/rating assessment if the entity may have access to and process our data. Reassessments occur regularly, with frequency determined based on the risk assessment and rating process. A comprehensive questionnaire is the foundation for the assessment and addresses aspects of the vendor's data security controls and policies, including business continuity. Our Group Policy and Security Committee has overall responsibility for this policy. See also Our Data Protection and Cybersecurity Strategy on Page 25 for additional information on how we manage cybersecurity risk and safeguard information.

Evaluating Sustainability in Our Supply Chain

To better manage and assess our supply chain risks, Arch evaluates our suppliers' business practices and sustainability performance. Gaining increased transparency into our supply chain through supplier data is key to engaging with suppliers to manage risk.

Throughout 2024, we worked with a third-party vendor to conduct supplier outreach and facilitate sustainability assessments. These supplier assessments provide insight into our suppliers' practices related to labor and human rights, environment, health and safety, and ethics and procurement. As we increase the data available across our supply chain, our goal over time is to improve the sustainability practices of suppliers with lower sustainability assessment scores.

Expanding Supplier Opportunities

Arch strives to expand opportunities for a broader range of suppliers with multiple perspectives, backgrounds, and experiences to help us drive innovation. We seek a supply chain that prioritizes competitive sourcing and selection, delivering long-term value for our customers, employees and communities.

Our teams worldwide recognize the benefits of broadening our network of qualified suppliers. In 2023, we launched a program to offer vendor opportunities for a broader range of businesses. Our procurement teams and business managers were given access to a directory of millions of globally registered and certified businesses. Throughout 2024, we focused on educating our people on expanding opportunities for sourcing suppliers. We plan to continue to promote internal awareness of the program through periodic communications regarding partnerships that have been impactful for both Arch and our suppliers.

[VIEW OUR SUPPLIER ENGAGEMENT PROGRAM >](#)

Our Environmental Impact

Arch continues to identify opportunities to reduce our global environmental impact. We recognize the importance of decreasing greenhouse gas (GHG) emissions, and we are taking strategic steps to achieve our goals in this arena. Additionally, we are engaging our employees to encourage sustainable actions and thinking.

Areas Where We Drive Sustainable Impact

Sustainable Data Centers

Data centers require energy-intensive equipment that generates significant heat and draws lots of power. Arch's Enterprise Data team works diligently to enhance the company's data center infrastructure. By taking steps to operate more efficiently and remove system redundancies, we not only secure updated technology but also decrease the company's carbon footprint.

Carbon Offset Projects

Arch identifies carbon offset projects that undergo rigorous verification, auditing and certification from accredited organizations to offset a percentage of our operational emissions. These certified offset projects help us pursue carbon neutrality in our operations, while supporting energy efficiency programs that benefit communities in developing areas.

Efficient Buildings

Our global facilities team prioritizes leasing office spaces accredited with Leadership in Energy Environmental Design (LEED®), Building Research Establishment Environmental Assessment Methodology (BREEAM) and other comparable green building certifications to maximize energy efficiencies that enhance our operational resiliency and benefit our carbon footprint. Additionally, by maintaining a central sustainability database, our global facilities team tracks and assesses the sustainability impacts of Arch's office space renovations and improvements. These efforts include the installation of LED lighting, Energy Star certified appliances, energy efficient heating control systems and the incorporation of repurposed materials into our workspaces — ensuring a thoughtful approach to sustainable practices across our global operations.

Business Sustainability Initiatives

For every new insurance policy sold in the Vavista product (excluding renewals), Arch subsidiary Somerset Bridge Insurance Services Limited (Somerset) plants a tree. Since 2018, Somerset has planted close to 384,000 trees to combat deforestation.

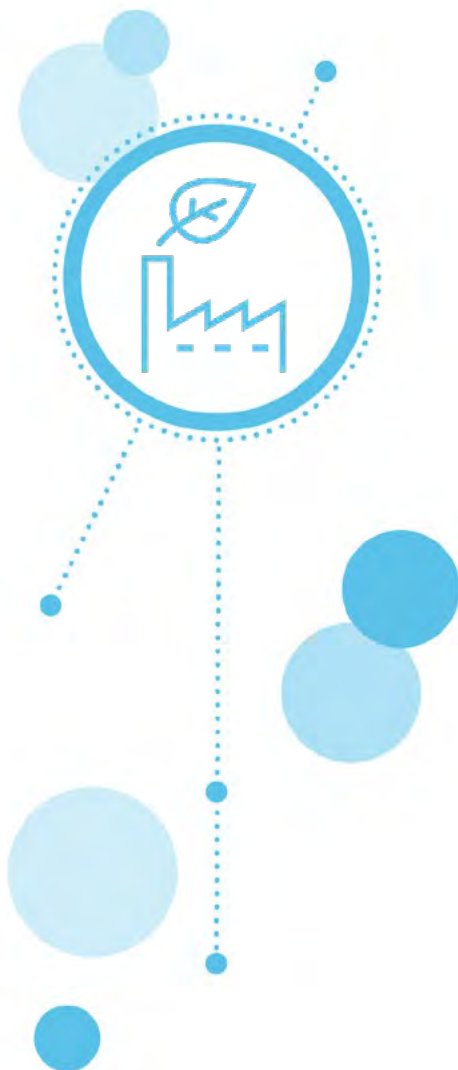
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I'm delighted about our commitment to plant a tree for every new policy sold. Since we started the product offering, we have planted almost 384,000 trees. The program empowers local communities that are employed to plant and protect the trees. We are proud of our participation and look forward to building on these achievements in 2025.

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— Dave Taylor
Chief Customer Officer



2024 Highlights

- Our total Scope 1, 2 and 3 emissions increased by 4% year-over-year, primarily driven by increased average facilities square footage of 8.24% and the addition of a second corporate jet in conjunction with our company's growth. Our total operational footprint (Scope 1 and 2 emissions) increased by 4.5% from our base year of 2020. This increase is observed before accounting for the purchase of renewable energy certificates, which reduce our Scope 2 emissions and are a key facet of our efforts to source renewable energy for our operations.
- To progress toward our 2030 Scope 1 and 2 emissions reduction target in alignment with the Science-Based Targets initiative (SBTi), we purchased 5,389 renewable energy certificates (RECs) from eligible projects in the U.S. and Philippines in 2024 to complement our facilities' existing efforts to source renewable energy, effectively reducing our 2023 Scope 2 market-based emissions by 2,091 metric tons. We expect sourcing renewable energy will remain a key component of our decarbonization strategy.
- Our global headcount increased approximately 17% over the previous year, driven largely by our acquisition of Allianz's U.S. MidCorp and Entertainment insurance businesses, which added nearly 500 employees. Despite this increase in global headcount, the intensity of our Scope 1 and 2 emissions per full-time employee, excluding jet emissions, decreased by 1.3%.
- In addition to our efforts to decarbonize our operations, we also strive to mitigate our remaining Scope 1 and 2 emissions by purchasing carbon offsets from verified high-quality projects that generate positive impacts in local communities, including:
 - A **Gold Standard-certified project** in Kenya focused on repairing and maintaining boreholes to provide clean and safe drinking water to rural communities. By improving access to clean water, the project reduces the need for boiling water, which decreases the use of firewood and charcoal.
 - The **Gold Standard-certified project** in Malawi that targeted the distribution of improved fuel-efficient cookstoves across households. By burning wood more efficiently, these cookstoves save fuel, decelerate deforestation in Malawi and reduce health hazards associated with indoor smoke pollution.



GHG Reduction Targets

Aligning with the SBTi, we defined the activities, boundaries, timeline and scope of ambition for our GHG reduction targets. In 2022, we set the following targets:

1. Commit to reducing absolute Scope 1 and Scope 2 GHG emissions by 42% by 2030 from the 2020 base year.
2. Commit to achieving net zero operations by 2030 by purchasing carbon removal offsets for our remaining Scope 1 and 2 emissions.

Our decarbonization strategy continues to focus on promoting energy efficiency measures within our global facilities, sourcing renewable energy through utility providers, purchasing RECs and right-sizing our office and data center portfolio to fit the needs of our operations. We will adjust this strategy over time to meet our targets.

Measuring and Managing Our Carbon Emissions and Energy Use

We continue to measure our global emissions across Scopes 1, 2 and 3 (select categories). Our emissions are calculated in accordance with the Greenhouse Gas Protocol's¹ reporting standards. The data marks five years of GHG computations, covering reporting years 2020–2024. For a detailed summary of our Scope 1, 2 and 3 emissions, [see pages 12-13 of Arch's TCFD Report](#).

¹ World Resources Institute and the World Business Council for Sustainable Development. 2015. "The Greenhouse Gas Protocol — A Corporate Accounting and Reporting Standard, Revised Edition." WRI and WBCSD. [Click here to view online](#).

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Sustainability is at the core of our workspace. Our new London office is designed to be energy-efficient, utilizing renewable energy and incorporating eco-friendly features like water taps to cut plastic use and items of furniture made from recycled materials. Plus, many of the artwork pieces support talented artists with unique needs. We're proud to showcase their work here.

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— Victoria Greffon
Vice President, Facilities

Focus on Our Global Facilities Program

We are committed to embedding environmental sustainability into our workplaces' design, functioning and maintenance to increase efficiency and reduce our Scope 1 and 2 emissions over time. Our global facilities team seeks energy efficiencies and, where feasible, undertakes initiatives to retrofit office spaces with energy-saving appliances, LED lights and other sustainable materials.

Project Spotlight

London Office Relocation

In 2024, Arch's London office moved to a prime city location, into an environmentally friendly space with energy efficiency and an excellent BREEAM rating. The building uses renewable energy, water taps to reduce plastic use, and recycled materials for desks and chairs. The office's task chairs are net positive, meaning their production benefits the planet. The artwork supports the artistic talents of people with complex neurodiverse and physical needs.



London, U.K.

Global Services Manila Office Relocation

After nine years in Quezon City, Arch Global Services Manila moved to its new home in Bonifacio Global City, a prime business district. The new location offers world-class infrastructure and easy access to other business districts and convenient access to transportation.

Sustainability was a key factor in the building choice and procurement, aligning with the Arch Facilities team's efforts to design or retrofit other sites. The new office is designed with adaptability and accessibility in mind, featuring open-plan layouts, ergonomic workstations and relaxing common areas. The building is LEED-certified, and steps have been taken to reduce our environmental impact, such as using chairs made from recycled materials like ocean fish nets.

Blue Goes Green

Blue Goes Green (BGG), Arch's grassroots environmental stewardship committee, has been leading sustainability initiatives since its inception in 2019. Dedicated to building a culture of environmental responsibility, BGG is committed to educating our global workforce on sustainable practices that contribute to the preservation and enhancement of our environment. In 2024, BGG:



- Set an overarching theme of “Mindfulness”. Aligned with that theme, the committee shared ideas on sustainable lifestyle, being mindful of your surroundings and reconnecting with nature.
- Hosted the fourth annual Ecochallenge, a 30-day program that motivates and tracks individuals' sustainability efforts. In all, 72 employees across seven countries participated in the challenge with 10,786 minutes spent outdoors, 15 community events hosted or attended, 82 miles traveled by foot and 4,914 minutes spent learning.
- Hosted two global educational webinars, the first on sustainable travel and the second on electrical vehicles (EVs). The webinar on EVs was attended by 130 people from 10 countries.
- Facilitated volunteer events centered around Earth Day clean-up projects, such as removing garbage from a beach in Dublin, the river banks in Zurich, Toronto Waterfront Park, the river banks in Hartford, Connecticut, and Patterson Park in Baltimore, Maryland.
- Shared, during Plastics Free July®, personal commitments to reducing plastic waste, information on why plastic waste is harmful to our environment and tips on how small changes can lead to big results.



We believe integrating sustainability factors into investment analysis may contribute to improved returns, reduces risk over the long term and aligns with our stakeholders' best interests. We consider sustainability metrics for assets managed internally, and we monitor sustainability policies of assets managed by third parties. We recognize the importance, relevance and significance of assessing sustainability topics in the sustainability performance of the entities in which we invest.

Stewarding Entrusted Capital

We are responsible for investing and managing assets totaling over \$41.4 billion for our policyholders and shareholders as of Dec. 31, 2024. We manage the investment portfolio to ensure the ongoing ability to pay claims when due and to deliver asset growth over investment cycles.

As a long-term asset manager and owner, we integrate sustainability factors into investment analysis and decision making. Through our fundamental analysis, we incorporate investee companies' sustainability risk ratings, which include factors such as corporate governance, climate risk exposure, carbon reduction and workforce policies. We aim to deliver total return for Arch while realizing the societal benefits of sustainability investing.

The analysis of these factors across all asset classes leads to a more complete evaluation of an investment's sustainability and risk profile. See our [2024 TCFD](#) and [SASB Reports](#) for additional information on the financial impacts of climate change on our investment portfolio.



Responsible Investing Strategy

Our Responsible Investing (RI) Policy, adopted in early 2022, provides a framework for governance, investment strategy, engagement, reporting and communications. In developing the RI Policy, we considered the six principles set forth by the United Nations Principles of Responsible Investment (UN PRI). The RI Policy reflects our approach to sustainable value creation by considering sustainability factors, including climate change, in the investment process for all asset classes under our management.

Our RI Policy framework requires that we:

- Hold quarterly meetings of our Sustainability Investments Steering Committee to further our responsible investing approach and promote effective communication and alignment between our investment team and our overall sustainability approach and risk strategies.
- Consider sustainability factors for internally managed assets to help mitigate sustainability risks and expand sustainability opportunities.
- Employ qualitative and quantitative sustainability analysis to identify company- or manager-specific risks and opportunities.
- Review the portfolio for issuers with poor or weaker trending sustainability ratings and seek to emphasize those with more favorable sustainability risk profiles, where ratings and relatively attractive investment opportunities are available.
- Engage with external asset managers regarding sustainability integration into their investment decisions.
- Consider and review sustainability standards and metrics for externally managed assets.
- Consider sustainability factors and ratings when assessing new investment opportunities, where reliable data is available.
- Carefully consider impacts of carbon-intensive industries and include carbon metrics in our investment decisions and reporting.
- Engage the investment team in sustainability training. In 2024, employees completed 23 hours of training.

[VIEW OUR RESPONSIBLE INVESTING POLICY >](#)

Sustainability Investments Steering Committee

We formed the Sustainability Investments Steering Committee to oversee the assessment of sustainability risk in our investment strategy.

This committee governs policy, reporting and sustainability-related initiatives, and it is dedicated to managing and monitoring our sustainability strategy in our investment portfolio. The committee promotes communication between Arch's senior management, its sustainability team and risk management team to drive company visibility and alignment. Committee members meet quarterly and include our CRO, Chief Sustainability Officer and key members of our investment team. Additional responsibilities include overseeing and receiving updates on sustainability initiatives, strategies, budgets and regulatory matters. [See also Page 5 of our TCFD Report for a detailed description of our "Sustainability Investment Governance."](#)

Making Responsible Investments

A continued focus on sustainability factors remains core to our decision-making and inclusion of responsible investments in the portfolio. As of Dec. 31, 2024, we had \$223 million invested in green bonds issued to fund green projects, activities that promote climate change mitigation or adaptation, or other environmental sustainability purposes. Our green bond investments decreased 1.5% year-over-year.

As shown, our approach to responsible investing remains fairly stable year-over-year, with a 1% decrease, as a percentage of assets under management (AUM) since 2023.

Responsible Investing (\$M)



- 2023 Total investment: \$919 million, which is approximately 3% of AUM as of Dec. 31, 2023.
- 2024 Total investment: \$956 million, which is approximately 2% of AUM as of Dec. 31, 2024.

Monitoring Exposure to Climate Impact and Carbon-Intensive Industries

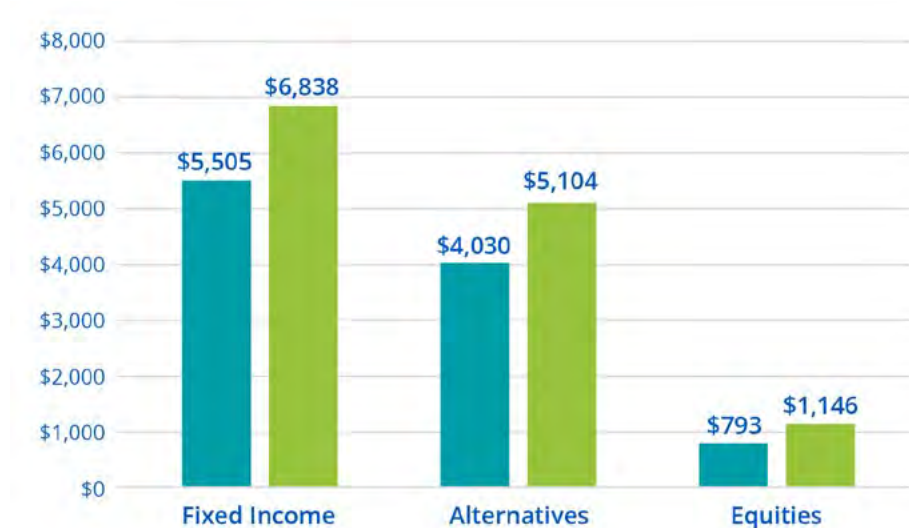
The effects of carbon-intensive industries on climate change necessitate additional considerations when making investment decisions. Investing in companies making positive progress towards an energy transition allows us to capture the value created by these efforts while reducing our overall risk. As of Dec. 31, 2024, we had no exposure to companies that derive ten percent or more of total annual revenues from thermal coal. This is a decrease over our 0.04% (\$14 million) exposure in 2023. Our exposure to companies with evidence of owning fossil fuel reserves regardless of their industries, including companies that own less than 50% of a reserves field was \$844 million as of Dec. 31, 2024, representing 2.0% of the total portfolio (down from 2.2% 2023).



Assets with UN PRI Signatories

We recognize the commitment that becoming a UN PRI signatory requires and highlight our asset owners or asset managers that have achieved this distinction. Our assets managed by UN PRI signatories improved year-over-year (i.e., 2023 and 2024) representing 32% of the total AUM and 85% of the total externally managed assets, approximately \$13.1 billion as of Dec. 31, 2024.

Investments with Managers that are UN PRI Signatories (\$M)



- 2023 Total investment: \$10.3 billion, which is approximately 30% of AUM as of Dec. 31, 2023.
- 2024 Total investment: \$13.1 billion, which is approximately 32% of AUM as of Dec. 31, 2024.

At Arch, our people are our business. We are committed to recruiting and retaining top talent and cultivating an environment where employees can build a fulfilling career and contribute to Arch's strategic business goals. To enable our employees to achieve their full potential, we invest in programs and resources that support their physical, emotional and financial well-being. Arch equally strives to enhance the employee experience by creating and sustaining a work environment where everyone can thrive and meaningfully continue their professional development. We believe when we equip our teams to lead with purpose and engage in thoughtful collaboration, we cultivate a workplace where individuals can connect, grow and thrive.

Providing Opportunities to Support Our People

At Arch, our Purpose is to Enable Possibility by inspiring our clients, employees, investors and communities to achieve their greatest potential. Our global workforce is the keystone. By unlocking the full potential of each employee, we maximize our collective success. We know that assembling teams with varied experiences, backgrounds, and perspectives will allow us to tackle the business challenges of our rapidly changing world. Further, we know that our people will be their best when they work in an environment where they feel respected and engaged as valued members of the team.



Creating an Engaging Workplace

We take pride in building an engaging culture where our people feel heard, valued and respected. We encourage our employees to participate in workshops that embody our values and focus on team building practices that can be directly applied to daily workplace interactions. We embrace an environment of excellence, respect and collaboration, and have implemented a variety of initiatives and programs that recognize employee contributions, promote understanding and celebrate the value of our employees' unique experiences.

Workshops and Programs

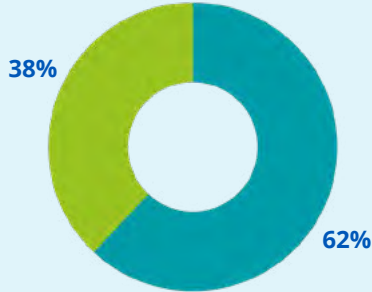
- In 2024, we launched a Microsoft Teams channel, now engaging over 1,600 employees, which serves as a dynamic platform for sharing insights and resources, and cultivating a culture of openness and community at Arch. Periodic posts feature a variety of materials, including articles, polls, research reports, practical resources, workshops and company updates.
- In February 2023, we launched the Applause global recognition program. The platform allows employees to express gratitude and recognize above and beyond contributions, cultivating a culture where impact is celebrated and recognized. Employees can share a simple "Thank you" or offer a more substantial "Standing Ovation" award. To date, more than 100,000 awards, including 66,000 in 2024 alone, have been awarded, redeemable for merchandise or gift cards. Many of these recognitions are accompanied by congratulatory messages on the Applause social feed, creating a supportive community.



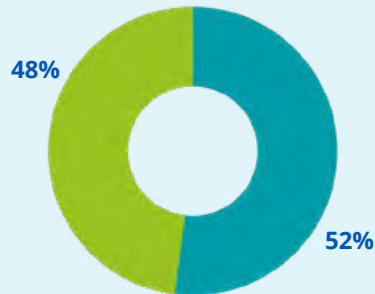
Workforce Demographic Data*

At Arch, we embrace the richness of our global workforce and have observed that multiple perspectives, backgrounds, and experiences help us drive innovation. In compliance with regulatory requirements in certain jurisdictions internationally, the following disclosure provides gender-related data.

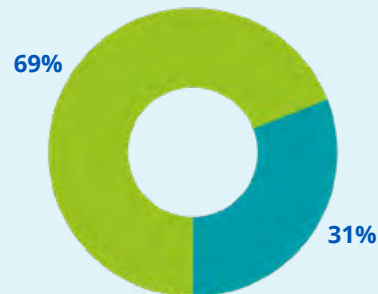
Management



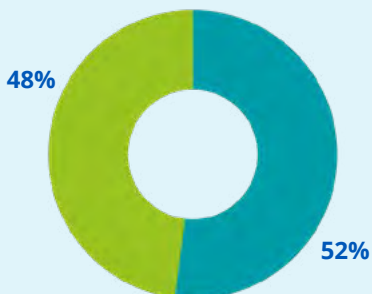
Professional



Support



Total Employees



■ Female ■ Male

Initiatives that Empower

Arch collaborates with external vendors to offer our employees opportunities for individualized learning and development.

- **Leadership Training:** Over the past four years, more than 800 employees have completed Arch’s flagship leadership program, developed by Yale School of Management. This program equips participants with practical strategies to leverage the collective strengths and varied perspectives of all Arch employees.
- **Allyship Coursework:** In 2024 alone, more than 1,000 employees completed an interactive course around cultivating community. The course focused on best practices for connecting with colleagues with whom they may not otherwise connect, cultivating empathy and respecting multiple perspectives.
- **LinkedIn Learning Content:** Employees voluntarily spent over 12,000 hours accessing approximately 5,100 LinkedIn Learning courses, highlighting Arch’s culture of continuous improvement and self-development.

Industry and Community Partnerships

During 2024, Arch continued to maintain several strategic partnerships that aim to bring wider access to the best talent to benefit our company.

- Arch was a global sponsor of Dive In for the fourth consecutive year. This festival, for the insurance industry, focused on the theme of creating a sustainable future. Over 300 Arch employees attended events that highlighted the many ways our individual experiences and backgrounds differ, including multigenerational workplaces, gender, social mobility, wellness, neurodiversity, multiculturalism, race and ethnicity, and disability.
- In the U.K., Arch provided access to networking, development and mentoring across the industry through partnership with the Insurance Supper Club.
- In the U.K., through our partnership with the Insurance Cultural Awareness Network (iCAN), we promoted multiculturalism and progression and hosted several events celebrating the benefits of varying perspectives in the insurance industry. Events included:
 - Coffee with the CEO: This forum connects network members with C-suite leaders from across the industry for career sessions. Arch Insurance International’s CEO, Hugh Sturgess, was a featured executive, sharing his insights on career progression and leadership.
 - Speed Networking for Insurance Graduates: Arch hosted the first speed networking event for early entrants to the insurance industry. Arch executives were available to share their thoughts and tips on building a successful career within the insurance sector.
- Together with Link, a professional insurance network in the U.K. for members and allies of the LGBTQ+ community, we supported the attraction and development of top talent into and within the insurance industry.
- We partnered with Moving Ahead’s Actuarial Mentoring Programme in the U.K., to support the development of actuaries of various backgrounds.
- Arch’s Bermuda office supported career-development and networking through several events, including an International Women’s Day networking breakfast, desk decoration and quiz to celebrate Bermuda Cup Match and sponsorship of the 2024 Bermuda Pride Parade.

* Per Commission Delegated Regulation (EU) 2023/2772, supplementing Directive 2013/34/EU, Disclosure Requirement S1-6 requires reporting on employee characteristics, such as gender.

Employee Networks

At the heart of advancing our culture of engagement at Arch are our global Employee Networks. These networks are open to all employees, providing an active forum to promote community and allyship, represent employees from varied communities and drive learning, visibility and networking. Each network is employee-led with an executive sponsor, leadership team and mission statement that connects to Arch's overall talent strategy. Our networks not only offer a community within Arch's hybrid environment but also support volunteerism and giving back. Driven by member feedback, our networks create space for learning, professional development and relationship-building.



"Our Employee Networks enable possibility by serving as the heart of active community building at Arch. They embody how we actively engage and inspire employees to develop new connections across the Company. Driven by grassroots interests, they represent the voices and views of our global population and serve as the vehicle for all employees to get involved and make an impact. Through meaningful community, industry and internal networking opportunities, they help us promote success at Arch."

— Christy Caragol, Senior Vice President, Talent and Culture

Network Accomplishments



Abled Not Labeled & Allies

- Raised funds to support summer camp opportunities for children with serious medical conditions.
- Sponsored a four-part, quarterly lunch-and-learn series on neurodiversity.

ABLED
NOT LABELED
& ALLIES



Black Professionals & Allies (BPAN)

- To kick off Black History Month, BPAN hosted a three-part growth and development series open to all employees. The series featured an external speaker who focused on the theme of visibility and provided an in-depth discussion on competencies to promote visibility.
- Juneteenth commemorates the end of slavery in the U.S. To honor the holiday, BPAN hosted three events that explored freedom in the modern context: Homeownership 101, Freedom from Burnout and Stress, and Financial Freedom.
- BPAN sponsored the premier organization for Black Insurance professionals, the National African American Insurance Association (NAAIA), providing access to events and professional development opportunities to all network members.

BLACK
PROFESSIONALS
& ALLIES



Early Careers & Allies

- Hosted speed networking events and created a dedicated app channel to enhance involvement, build connections and facilitate resource-sharing among members.
- Held annual "Advice to My Younger Self" event where network members shared advice they would provide themselves earlier in their careers.
- Provided executive exposure events and small group sessions to facilitate networking with other Arch professionals.

EARLY
CAREERS
& ALLIES

// My participation in our Early Careers & Allies Employee Network allows me to provide further value to Arch's continued growth outside of my day-to-day role. Providing our employees tools they can use for their own career trajectories sets them up for success within Arch for years to come. //

— Mason Ingling
Sourcing Specialist and Co-Chair, Early Careers & Allies Employee Network



LGBTQ+ Professionals & Allies

- Celebrated Pride month by hosting a session that explored how we can understand our individual roles in building employee engagement at work. This included a roundtable discussion titled “The Journey of Authenticity in the Workplace,” where Arch employees shared their experiences navigating their careers while staying true to their authentic selves.
- Partnered with local Greensboro, North Carolina organizations, Guilford Green Foundation and the LGBTQ Center, to host a food and clothing drive.
- Offered recurring “LGBTea Time” sessions as an open forum for community discussion around member-driven topics.
- Celebrated International Transgender Day of Visibility by sharing members’ personal journeys as parents of transgender children.



Veterans & Allies

- Partnered with Abled Not Labeled and our remote employee resource group to celebrate Memorial Day, raising funds for Stop Soldier Suicide and Carry the Load, with in-person events in 12 U.S. cities and a remote walk-a-thon with 77 participants.
- Held a panel discussion in observation of U.S. Veterans Day entitled “Empowering Veterans in the Workforce,” featuring Arch employees sharing their personal experiences and challenges as they transitioned from military service to the civilian workforce.
- Engaged with the Lloyd’s of London military network and organized attendance for Arch international employees at the annual U.K. remembrance service.



Women & Allies

- Welcomed a keynote speaker for International Women’s Day whose message focused on the “Trust Equation.” Arch senior leaders then discussed the importance of trust in fostering a culture of engagement.
- Shortlisted as a finalist for Gender Inclusion Network of the Year at the 2024 Women in Insurance Awards, which showcases the achievements of women in insurance in the U.K.
- Conducted various events and initiatives in support of Women’s Well-being Month:
 - Promoted Breast Cancer Awareness Month by highlighting fundraising walks sponsored by the American Cancer Society, and encouraged employees to donate to “Go Pink” throughout the month of October.
 - With special guest Olympian Fabienne In-Albon, hosted a virtual webinar on applying an athlete’s mindset to drive personal success.
 - Held a panel discussion with external experts in financial, mental and physical health.



Our centralized talent model for North America has redefined Arch's recruitment experience through efficient, scalable processes and an unwavering commitment to best-in-class experience. In just under two years, we've saved over \$1.5 million in direct hire vendor spend and exceeded expectations in customer feedback surveys, proving that innovation in Talent Acquisition fuels both people and our business.



— Phaedra J. Grove
Vice President,
Talent Acquisition, North America

Talent Acquisition

Centralized Recruitment Strategy

We have implemented a centralized recruitment strategy across North America, aligning our Talent Management and HR teams with business units. Our recruitment strategy incorporates best practices to attract top talent and assess candidates based on merit, skill, experience and potential for growth, to contribute to Arch's strategic business goals. This approach helps position Arch as a top employer, attracting top talent from the broadest talent pool with varied backgrounds.

Career Development

Arch supports a culture of lifelong learning and encourages all employees to pursue career growth opportunities, focus on future prospects, and excel in their current roles.

We provide access to learning and development programs for all employees to build the knowledge and skills needed to drive individual and business success by offering tailored programs focused on four key areas:

- Early Career Development and Engagement.
- Leadership Development.
- Technical Skills Training.
- Professional Growth and Development.

Early Career Development and Engagement

Early career development at Arch centers around cultivating a deep understanding of our business and the insurance industry. Employees engage with both peers and leaders to gain insights into various career paths and learn how to navigate them effectively. A monthly video series features career journey stories from senior leadership, providing valuable, real-life perspectives on succeeding in the insurance industry. Our programs are designed to empower early career talent and help them grasp the industry's breadth while showcasing career options available through specialty, technical or functional expertise.

Early Career Development Initiatives

Onboarding Excellence:

- Establishing connections before Day One, our onboarding program ensures new hires build relationships with managers and peers and receive essential information.
- Our yearlong onboarding focuses on positive learning experiences, engagement and preparing new hires to make impactful contributions.

Early Careers Program (ECP):

- Over 30 employees have completed a 12-month insurance apprenticeship for college graduates and early career colleagues at Arch.
- Curriculum emphasizes underwriting, actuarial work, claims and other critical insurance areas.
- The ECP includes 10 training modules, mentoring circles and capstone projects, providing a holistic learning experience leading to program graduation.



Internship Programs

- Arch's commitment to creating best-in-class intern programs was recognized on the RISE Elite 50 Internship List, which highlights the top internship programs in the insurance industry throughout the U.S.
- Arch offers a dynamic, 10-week internship program designed to attract and engage student scholars. In 2024, we hosted approximately 100 interns across our programs.
- Interns participate in weekly rotations, gaining insights into global business support areas within Arch.

Leadership Development

At Arch, we recognize that leaders play a pivotal role in engaging, inspiring and retaining our employees. Our leadership development programs emphasize behaviors aligned with Arch's Values and are designed to empower leaders to tackle the toughest business challenges. Our leadership approach is tailored and individualized, incorporating on-the-job experiences, ongoing coaching, mentorship and feedback.

Technical Skills Development

Continued success relies on leveraging the technical skills embedded within our workforce and across business areas. Our career mapping approach enables individuals to identify skills for career development by utilizing a blend of in-house resources and third-party training providers. This approach ensures employees receive the training needed to advance toward their career goals, supporting continuous professional growth.

//

I wanted to participate in this program to increase my business knowledge and meet new leaders who can provide perspective on insurance operations. My mentor's perspective has helped me drive creative ways to maximize inter-team efficiency. Together we've touched on topic areas such as technical presentation, stakeholder feedback and guiding teams. I look forward to our conversations where we can talk Arch and also catch up and share a quick laugh as friends.

//

— Jason Jeffas
Manager, Infrastructure

Key Technical Skills Initiatives:

- **Claims Academy** — Comprehensive claims administration training for new hires, including over 400 e-learning courses offering personalized career path options, and an in-person orientation, facilitated by senior leaders.
- **IT Academy** — Tailored training options for specific IT career paths with dedicated learning time for proficiency and skill development.

Professional Growth and Development

At Arch, professional development goes beyond career advancement to include experiences that cater to both personal and business needs. We provide specialized training sessions for honing professional skills and improving day-to-day interactions with our top leaders.

Business Acumen Internal Certification

- Arch offers various levels of business acumen certifications through a 12-month intensive program. This program builds from foundational knowledge to a deep understanding of Arch's competitive advantage, market conditions and other industry-related topics. To date, approximately 300 employees have successfully completed these certifications.

Executive Accelerators and Toolkit

- Sets the bar for executive leadership behaviors at Arch, outlining essential tools and qualities for leading in our fast-paced, complex environment.

Innovation Lab/Boot Camp

- Working in teams, participants learn problem-solving methodologies and practice identifying an issue or opportunity, working through each step of the process to determine the best solution.



Mentorship Programs

- The Arch mentoring platform promotes collaboration across our global company. Crafted with the goal of nurturing career development and progression, the program creates a mutually enriching experience for both mentors and mentees. Covering a range of topics, including personal effectiveness, organizational agility, performance and business acumen, the program is designed to enhance professional growth and knowledge exchange.

Leadership Development

- Arch offers bespoke programming, including content from top business schools and coaching, for senior and executive roles.

Measuring Program Effectiveness

Data and analytics are a cornerstone to measuring progress and effectiveness across all of Arch's business and functional units. Learning and development programs are included, and we use multiple data sources to track program effectiveness and continuously improve our programs and offerings.

Professional Designations and Proficiencies

We emphasize technical proficiency across disciplines. By partnering with external organizations, our business segments offer professional designations and continuous education credit opportunities to support personalized career development.

Actuarial Designations

- We support actuarial students with exam preparation and continuing education requirements for professional associations including the Casualty Actuarial Society and the American Academy of Actuaries.

Insurance & Reinsurance Designations

- In collaboration with The Institutes, Arch offers more than 25 practical professional designations including topic courses and executive and leadership education programs on risk management and insurance.

Accredited Mortgage Professional (AMP) and Certified Mortgage Banker (CMB) Designations

- We actively support employees pursuing their AMP and CMB designations, which are of the highest professional standards in the real estate finance industry, recognizing accomplishments and emphasizing educational excellence and professionalism. Over 100 employees have achieved these designations.



//

Arch provides a much better benefits package than any employer I've ever had. There was no hesitation helping my daughter through her injury because we knew she was covered. We knew she would receive the care she needed.

//

— Alan Williamson
Manager, Risk Loss Control

Safeguarding Our Employees' Health and Well-Being

Our employees' health and safety are top priorities, and we are dedicated to ensuring our people have access to comprehensive benefits to safeguard their mental, physical and financial well-being.

Salary-Based Medical Premiums

Arch offers a progressive salary-based premium framework for medical plans for U.S.-based employees. We believe offering tiered pricing for medical plans, aligning with employee salary ranges, ensures continued accessibility to care and promotes fairness in healthcare expenses.

Arch Cares Leave Share Program

Under this program, U.S.-based employees donate accrued paid time off (PTO) to eligible colleagues facing medical challenges or natural disasters. This program builds workplace solidarity during times of personal hardship or crisis.



Recognizing Our Veterans — Military Leave

On Veterans' Day 2023, in the U.S., we announced a new military leave benefit, offering up to four weeks of annual paid leave for team members called to military service. This support helps alleviate their concerns and challenges during potential duty activation.

Parental Leave Policy

Arch provides competitive parental leave to align with or exceed local geographic practices.

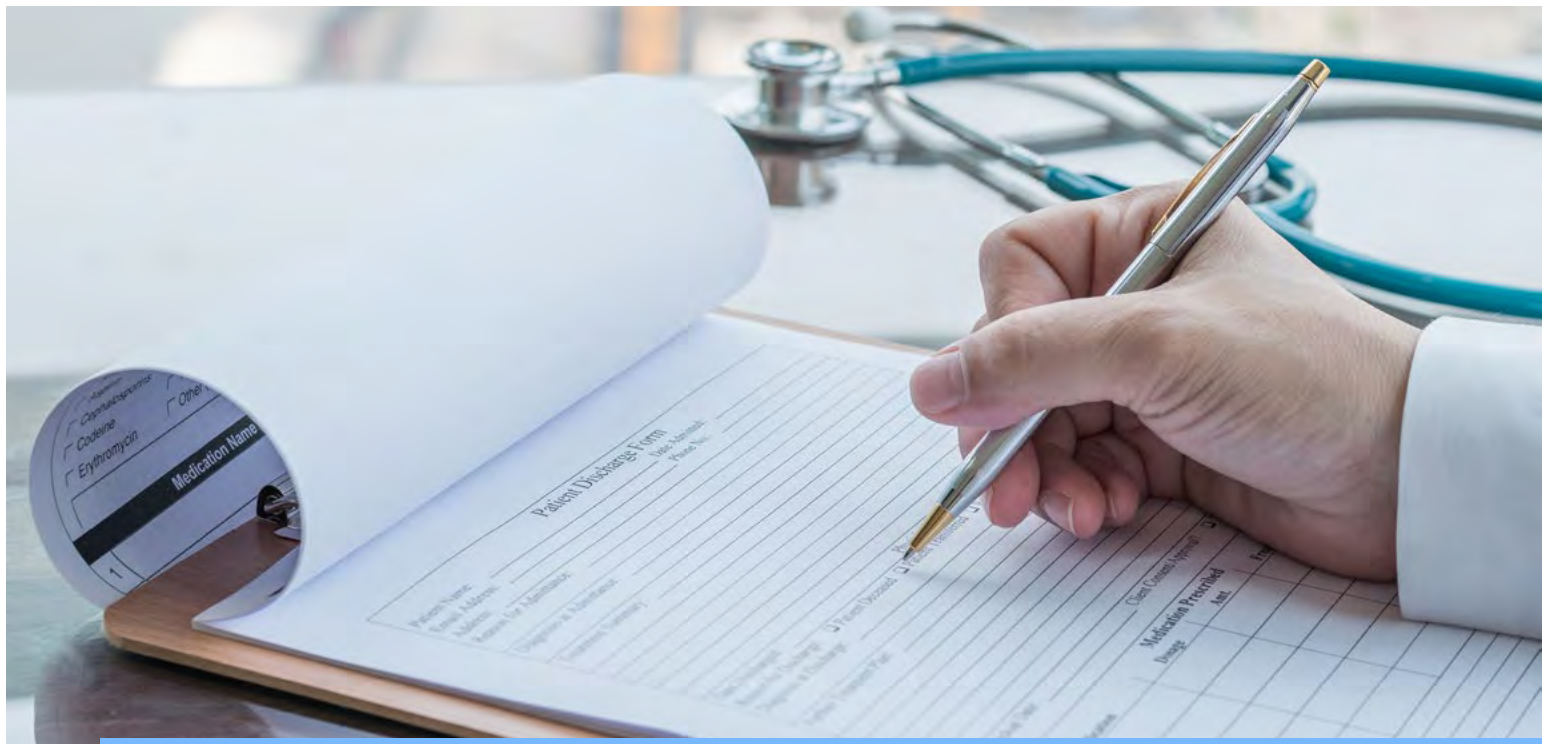
- In the U.S., our plan provides up to 10 weeks of paid leave at 100% of an eligible employee's base salary for the birth, adoption or fostering of a child, on top of any birth-related medical leave (usually covering six weeks of an employee's full salary). The policy joins a host of benefits designed to support families, such as backup childcare, adoption assistance and a flexible spending account for dependent care costs.
- In Bermuda, in addition to the 13 weeks mandated by law for new mothers, our plan provides employees up to four weeks of paid leave for the birth, adoption or fostering of a child. In the U.K., we reduced the employee service eligibility requirement for enhanced pay for parental leave from two years to one year to make this benefit more accessible.
- In Canada, our plan provides up to 18 weeks of paid maternity leave and up to six weeks of paid parental leave for the birth or adoption of a child.

Employee Assistance Program (EAP)

Our EAP programs offer global employees 24/7 access to qualified psychologists who can assist with managing mental health, relationship challenges, parenting support and workload pressures or concerns, as well as other well-being and support issues.

Annual Employee Health Assessments

In the U.K., Arch funds an annual health assessment for employees to help them better manage their health by identifying possible risks, suggesting lifestyle changes, etc. These health assessments may also detect an illness at an early stage. Employees can also fund, at a significant discount, health assessments for their spouses/partners.



Workplace Wellness Sessions

These virtual sessions offer employees an opportunity to learn to strategically design their day to manage energy levels and priorities, maximizing productivity and avoiding burnout. In 2024, topics included managing stress, anxiety and fear, and taking care of your team.

Mental Health First Aiders (MHFA)

U.K. employees have access to the MHFA team, which helps raise mental health awareness and promotes better mental health and well-being among employees. MHFAs are professionally trained for their role and are able to signpost employees to appropriate professional support. They can also serve as the first point of contact for an employee who may be experiencing a mental health issue.

Mental Health Policy and Webinars in the Philippines

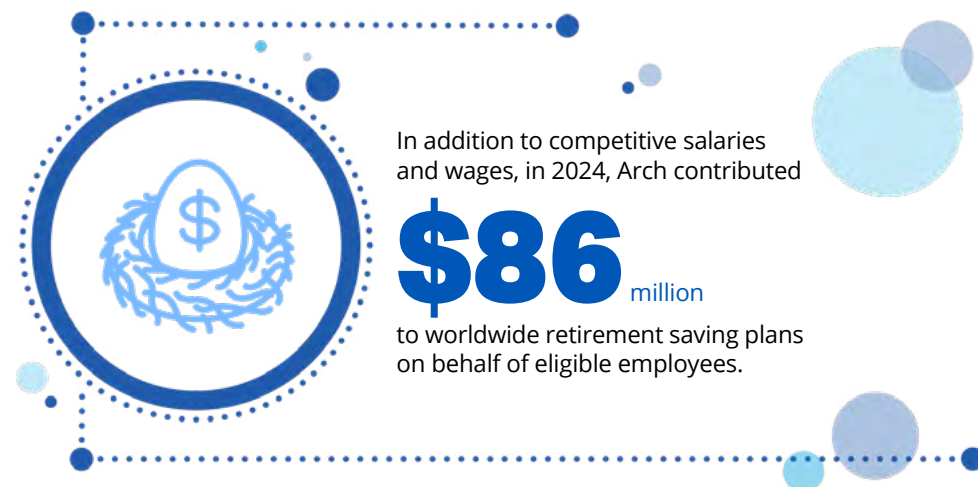
In April 2024, our Philippines operation implemented its Mental Health Policy as part of the national government's commitment to develop a work environment that promotes and supports the mental well-being of our employees. In line with this policy, a cross-functional Mental Health Committee was established to ensure the enforcement of mental health policies and guidelines, and to develop, implement, and manage a mental health program across the organization.

One of the initiatives of the Mental Health Committee is to hold monthly health and wellness webinars on various topics, including managing anxiety, boosting immunity and mental health, mindfulness and well-being, work from home ergonomics, and building resilience in times of crisis, among others.

BestLife Wellness Program

Our Philippine operation, in partnership with its healthcare service provider, continued the implementation of the “BestLife Wellness Program” that provides exclusive benefits to our employees and their enrolled dependents in the prevention or management of hypertension, diabetes and/or high cholesterol. These exclusive benefits include free laboratory exams, medical consultations and prescription medicines.

Financial Well-Being



- In 2024, we continued to use our merit increase guidelines to provide higher increases for our lower-paid employees.
- Our U.S. Student Loan Assistance Program offers up to \$3,000 per year for eligible employees. Arch has contributed just under \$6 million to repay employee student loans since 2018, with a total of 450 employees benefiting in 2024.
- **Child Scholarship Program:** Our Philippine operation provides financial support to qualified employees for their children’s college/university basic tuition fees. For academic years 2023-24 and 2024-25, Arch is supporting nine scholars who excelled academically in their chosen baccalaureate programs.
- **Emergency Loan Program:** Our Philippine operation also continues to offer a program to help employees suffering from severe financial hardship (arising from calamities, medical emergencies, etc.). In 2024, the company granted loans totaling over \$44,000 to 22 eligible employees.
- We conducted financial wellness sessions across our global operations, covering topics such as financial goal setting, financial planning, social security and retirement planning.
- **Electric Vehicle (EV) Leasing Options:** In alignment with Arch’s commitment to environmental sustainability, our U.K.-based employees can lease an EV through payroll deductions. This program offers participants the opportunity to lease a zero-emission vehicle while realizing personal tax savings.

We are dedicated to making a positive impact within the communities where we live and work. This commitment extends beyond financial contributions from our employees, corporate donations from our three segments and grants from the Arch Group Foundation (AGF). We actively engage in philanthropic initiatives and encourage our employees to participate in volunteer activities throughout the year. With this collective approach, we aspire to create lasting, meaningful change.

2024 Highlights



Contributed more than **\$1.7 million** in AGF grants to over 40 organizations.

Tripled the impact

of employee donations by enhancing our matching gift program from our standard 1:1 ratio to a 2:1 ratio during Nov. 2024. During this period, Arch contributed over

\$1.3 million.



Allocated over **\$4 million**

in corporate-level donations to charitable organizations aligning with our philanthropic goals and in support of our focus areas: education, environment, health and housing.



1,600+ organizations supported through Arch charitable giving in 13 countries.



Giving for a Better Tomorrow

Emphasizing our corporate Value of Striving to Make a Difference, we promote a culture of community engagement by encouraging our employees to volunteer both their time and skills. Additionally, through our yearlong matching gift program, we amplify the impact of our employees' philanthropic efforts, effectively doubling the influence of their donations. This commitment reflects our belief in the profound impact collective efforts can have in promoting change.

2024 Accomplishments — Strengthening Impact through Matching Gifts and Employee Volunteerism

Matching Gift Program

\$2.4 million

matched by Arch

(includes both 1:1 and a period of 2:1 matching).

1:1 match

for up to \$25,000 of an employee's donations to eligible organizations.



Volunteer Time Off Program

50,000+

hours invested

in our communities since 2021, including over 16,000 hours in 2024.

Arch offers employees **2 days** per calendar year as paid volunteer time off (VTO).

//

Volunteering helps me connect with my community, whether in the schools or at the public library. Volunteering keeps me hopeful and increases my personal happiness. I feel good after I work on a volunteer event or project, knowing I made a difference. I use my VTO benefit every year and value Arch as an employer because of this emphasis on giving back.

//

— Amy Geisel
Assistant Vice President,
Litigation Management,
Claims/Shared Services

Volunteering Spotlight

Our employees organized various volunteer events to give back to their local communities. Highlights include:

- **Arch Insurance North America** conducted its inaugural Impact Challenge from June to September, where over 2,000 employees logged more than 3,000 hours of VTO. The team with the most hours recorded during the challenge won \$10,000 to donate to a charity of their choice.
- **Philippine GSO employees** participated in various volunteer initiatives such as the “Put A Smile Toy Drive Outreach Program” for cancer patients, care package deliveries for Typhoon Carina victims, childcare assistance at CRIBS Foundation, Marikina River clean-up, and a donation of 25 wheelchairs to the Persons with Disability Affairs Office in Calamba, Laguna Province.

“It was heartwarming to see the GSO leaders work together to support such a worthy cause. Being able to witness the direct impact of the activity on the beneficiaries was very moving. It was a reminder of the power of collective action and generosity, and I left feeling grateful to have been a part of it.”

— Precilla Manacob
Service Delivery Manager

- **Global IT team** organized volunteer events from September to December, with over 100 global employees contributing approximately 500 volunteer hours at food banks across California, New Jersey, New York, North Carolina and the U.K.
- **U.K. employees** volunteered over 1,100 hours at events in London, Birmingham, Leeds and Manchester. Benefiting organizations included Alzheimer’s Society, Birmingham Children’s Hospital, and Habitat for Humanity. Several employees even climbed Mount Toubkal, the highest summit in North Africa, to raise over \$40,000 for Insurance United Against Dementia and ShelterBox.
- **Community Housing Solutions (CHS)** in Guilford County, North Carolina, has collaborated with nearly 100 Arch employee volunteers in the last seven years, helping to make homes safer for hundreds of low-income homeowners.
- **Student Mentorship Program** in the U.K. has supported students at Manchester Academy since 2021, with over 40 students mentored by Arch employees.
- **Covenant House Sleep-Out** event in Morristown, New Jersey, marked its 12th year, raising over \$200,000 to end youth homelessness.
- **Data Dive** competition in Greensboro, North Carolina, has engaged over 100 students since 2019, working with nonprofits to propose data-related solutions.
- **Berkeley Institute Career Fair** in Bermuda saw Arch colleagues engage with over 600 students about careers in the re/insurance industry, providing networking opportunities and industry insights.
- **Habitat for Humanity International Inc. (Habitat)** In 2024, U.S. employees volunteered over 150 hours with local Habitat affiliates to help families build and improve places to call home.

Contributing to Community Growth and Resilience through Corporate Giving

Arch generously supports the causes we believe have a meaningful impact on our communities' ability to thrive. We have outlined the following **Giving Priorities** to help focus our charitable efforts:

- **Academic and Career Success:** Arch views education as the great equalizer. Through our corporate giving efforts, we help students, especially those in underserved communities, achieve their educational goals.
- **Accessible, Safe Housing:** Through insurance and educational solutions provided by our mortgage group, we help create a more sustainable housing market. Through our corporate giving and community impact work, we aim to help individuals and families achieve sustainable housing.
- **Environmental Resilience:** As a global (re)insurer, we understand climate change presents far-reaching implications for communities not properly prepared for mitigating the effects of natural disasters. Through our corporate giving, we are committed to making communities more resilient.
- **Healthy, Thriving Societies:** As healthcare continues to be one of the most critical issues facing society, Arch supports several organizations driving progress in this area.



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The Arch MI Scholars Program serves our Purpose by allowing students to focus

on their schooling and not worry about the burden of educational costs on their families or the burden of repaying loans after graduation.

//

— Tonya Battle
HR Business Partner

Corporate Giving Spotlight

- **Arch Insurance U.K.** donated more than \$900,000 to over 60 charities and community organizations with donations through the “Charity of the Year Fund,” “Community Support Fund” and “Fundraising Event Sponsorships Fund”. This included continued support of **Insurance United Against Dementia**, a movement created and championed by insurance industry leaders to help fund the Alzheimer’s Society’s support services and research program. Arch donated more than \$145,000 to this organization in 2024.
- **Arch Insurance Scholars Program** with the **Spencer Educational Foundation**. Arch provides funding and internship opportunities to undergraduates pursuing careers in actuarial science, insurance, business or risk management.
- **Arch MI Scholars Program**. Arch MI proudly expanded this initiative to the University of North Carolina at Greensboro in 2024. This scholarship program began as a partnership with North Carolina A&T State University and provides financial support and job experience to high-achieving students with demonstrated financial need. Since its inception, Arch has supported four scholars through this program.
- **MBA Opens Doors Foundation**. Arch MI has contributed over \$580,000 to support the MBA Opens Doors Foundation home grant program since 2021. This program provides mortgage or rental payment assistance to families caring for critically ill or injured children, helping parents and guardians focus on their loved ones rather than worry about a home in jeopardy.
- **ShelterBox**. Through support of this organization, Arch provides international disaster relief and emergency shelter to families devastated by natural disaster and conflict. In 2024, Arch donated more than \$200,000 to ShelterBox and ShelterBox USA.

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We sincerely thank the Arch Group Foundation for the generous contributions to our home repair program. This support is helping us make homes warmer, drier, and safer for homeowners in Guilford County and has significantly improved their quality of life. Last year, Community Housing Solutions repaired over 150 homes and invested \$1.4 million in our community. Your financial commitment is helping to make a lasting impact on the lives of those we serve.

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— Cheryl Brandberg
Associate Executive Director/
Development Director,
Community Housing Solutions

Arch Group Foundation

The Arch Group Foundation (AGF) formalizes our dedication to building stronger, more resilient communities, amplifies our commitment to community development, and reflects our belief in the transformative power of giving.

Emphasizing the value of our employees' voices, the AGF seeks input from our employees, ensuring our charitable grants align with the priorities and concerns of those within our company. The AGF has contributed over \$3 million toward making a positive difference in the communities we serve.



ARCH GROUP FOUNDATION

Highlighting AGF's 2024 Achievements

- Awarded more than 40 grants, supporting Arch's four giving priorities: academic and career success; accessible, safe housing; environmental resilience; and healthy, thriving societies.
- Launched **Network Nominations**. Through this initiative, the AGF supported 12 organizations that reflect and support the priorities of our employee networks.
- Again offered our **Employee Nominations Program** to global employees, resulting in over 100 nomination submissions during the month of October.

Grantee Spotlight

- **Community Housing Solutions (CHS)**. For the third year, the AGF supported CHS's Home Repair Program. Our 2024 grant provided support to 13 low-income families in Guilford County, North Carolina.
- **Covenant House**. AGF funds continued to support Covenant House's workforce development services, including costs related to staffing, materials and supplies, technology, vocational training and educational scholarships to approximately 3,000 underserved youth across the U.S.
- **Project Sunshine**. AGF funds helped deliver therapeutic play to more than 6,000 U.S. children with acute and chronic medical conditions through programs that alleviate the stress of hospital stays, medical procedures and ongoing home care, and promote key aspects of childhood such as socialization, creative expression, intellectual stimulation and sensory integration.
- **The Actuarial Foundation**. AGF funds supported multiple programs, including the Modeling the Future Challenge, Math Motivators Tutoring Program, and STEM Stars Actuarial Scholarship Program, helping serve over 15,000 students, with a focus on improving math proficiency and confidence.
- **The Family Centre**. AGF funds supported intensive counseling services for more than 300 adolescents in Bermuda, including free mental health counseling.