

Securing Our
Shared Future

2025 Corporate Social
Responsibility Report

25

Communities prosper when individuals and organizations demonstrate resilience in the face of challenges and possess the confidence to achieve the future they envision.

At American Financial Group (AFG), we seek to instill that sense of assurance and greater possibilities—not only with our insurance products, but also by acting as a responsible corporate citizen.





In 1959, Carl H. Lindner Jr. founded AFG to help customers secure their futures and protect what matters most to them.

Mr. Lindner believed in investing AFG's resources to make a positive difference beyond our core business. Today, the Lindner family's legacy of service is ingrained in our Company values and realized through our corporate responsibility and sustainability initiatives.

Creating long-term value for our investors is our highest business objective, and we are committed to doing so in a responsible and sustainable manner. This commitment starts with recognizing that many of our business decisions affect people and organizations in the larger community. Our Board of Directors and senior leaders embrace external perspectives as part of making informed decisions to keep our business thriving.

We sustain AFG's business success by effectively managing risk—including financial, social and environmental risks—to help create stability for our customers and deliver value to our shareholders.

We focus our corporate responsibility and sustainability strategies in four primary areas where we believe AFG can achieve the most direct and substantial results:

- Operating our business with integrity and managing financial risk
- Giving back to our communities and promoting social opportunity
- Creating a welcoming and rewarding place to work and build a career
- Managing environmental risk and operating sustainably

Implementing these strategies helps us run our business more effectively, enhance our products, protect our customers, serve our communities and support our more than 8,500 employees in approximately 70 locations worldwide.

Operating our business with integrity and managing financial risk

Integrity and trust aren't merely desirable in our industry—they are critical to maintaining the stability and longevity that our customers and other stakeholders expect. *We value our reputation as an ethical company and work to ensure that individuals at all levels of AFG understand their role in upholding it.*

Our [Code of Ethics and Business Conduct](#) guides our employees in avoiding potential conflicts of interest and making decisions that are ethical as well as aligned with AFG's values. All employees of AFG and its insurance subsidiaries participate in an annual certification and acknowledgment process to ensure they understand and adhere to our Code of Ethics and Business Conduct.

OUR FINANCIAL RISK FRAMEWORK

We maintain a rigorous Enterprise Risk Management process with input from senior leaders across administration, operations, finance, accounting, legal, human resources, investments, information technology, information security and other areas. In addition, our Enterprise Information Security Group (EISG) educates all employees and business leaders about the importance of data stewardship and cybersecurity in protecting our information assets and reducing risks.

100%

Employees of AFG and its insurance subsidiaries who are required to participate in an annual certification and acknowledgment process to ensure they understand and adhere to our Code of Ethics and Business Conduct

100%

Employees of AFG and its insurance subsidiaries who are required to participate in annual information security training

100%

Employees who receive education on security awareness strategies throughout the year to help keep them safe both at work and at home





As stewards of information assets, we prioritize the protection of information technology, computer systems, corporate data, email communications, applications, software and other elements of AFG information and technology assets.

AFG recognizes the importance of assessing, identifying and managing material risks associated with cybersecurity threats as defined by the Securities and Exchange Commission. Like all businesses, AFG is a target for “cyberattacks,” “ransomware,” “phishing,” “hacking,” “social engineering” and similar illegal or unauthorized intrusions into computer systems and networks. AFG has adopted the National Institute of Standards and Technology (“NIST”) Cybersecurity Framework, which provides a comprehensive method for developing a flexible, repeatable, performance-based and cost-effective approach to identifying and managing cybersecurity risks. The Company uses the framework to assess and improve its security posture.

AFG utilizes a variety of techniques to provide for the availability of critical data and systems, maintain regulatory compliance, manage its material risks from cybersecurity threats and protect against, detect and respond to cybersecurity incidents including, but not limited to, the following:

- Conducts regular phishing simulation tests of all employees and all members of the Board of Directors;
- Utilizes full-disk encryption on all Company laptops and desktops;
- Maintains a defense-in-depth security control strategy that is tested against high-risk threats such as ransomware and other trending attack vectors;
- Performs annual security awareness training and other routinely scheduled educational programming for employees;
- Validates compliance with internal data security controls through the use of security monitoring utilities and internal and external audits;
- Performs self-assessments measured against industry-leading cybersecurity frameworks for standards, guidelines and best practices, including the NIST Cybersecurity Framework, which now incorporates assessments of AI-related technologies and processes;
- Maintains a Third-Party Risk Management program that includes an overarching approach for evaluating security controls and risks of third-party and cloud vendors, as well as for reviewing contracts to ensure appropriate security provisions are included;
- Regularly scans external websites and internal applications;
- Engages an external third-party to conduct an annual penetration test consisting of advanced adversarial attacks against Company systems and facilities, from which findings are investigated, ranked by risk level and tracked through appropriate mediation levels;
- Utilizes user protections including stringent password requirements, two-factor authentication and timed logoffs;
- Conducts regular network and endpoint monitoring;
- Performs regular “wargame simulations” or tabletop exercises, utilizing a third-party data security firm as a facilitator, to simulate a response to a cybersecurity incident where the Company uses the findings to improve its processes and technologies;
- Purchases information security risk insurance from a third-party insurer that provides protection against the potential losses arising from a cybersecurity incident;
- Undergoes an annual external audit to obtain a System and Organization Controls 2 (SOC2) report that assesses the security and availability of our property & casualty systems and processes; and
- Continues to implement an Artificial Intelligence (AI) Governance Program to manage risks and promote the ethical use of AI tools and technology.

AFG’s Audit Committee is responsible for the oversight of risks from cybersecurity threats. The full Board of Directors (at least annually) and the Audit Committee (at least quarterly) receive presentations from, and engage with, the Chief Information Security Officer (“CISO”) or another senior member of the EISG on the Company’s cybersecurity threat risk management and strategy processes, emerging threats, trends and related matters.

Like others in the insurance industry, AFG experiences cyberattacks and other attempts to gain unauthorized access to its systems on a regular basis and anticipates that such attempts will continue. Over the last three years, AFG has not experienced any material adverse events and has not paid any penalties or settlements related to an information security breach.

Protect Us. Protect You. Program



At AFG, protecting the Company from cybercrime is part of our culture. Through our *Protect Us. Protect You.* program, we emphasize education and awareness. All employees receive education about security awareness strategies throughout the year to help keep them safe both at work and at home. They also participate in cybersecurity awareness training annually.

We ask each employee to protect our information assets by:

- Increasing their awareness of the types of Company information they use each day and responsible ways to manage that information
- Learning more about how to protect Company information they use as part of their job
- Using what they learn through the *Protect Us. Protect You.* program to improve the security of Company information
- Following important policies, processes and guidelines in their work areas, which are designed to help us protect the Company's information assets
- Learning how to protect their personal digital life and home technology environment



Giving back to our communities and promoting social opportunity

for the *greater* good

We provide support in five primary areas:

Education

The Company contributes to a range of educational initiatives that span preschool through college, including outreach to students in low-income and underserved neighborhoods and efforts to increase school options for students and their families. This support includes programs that ensure access to high-performing schools with a focus on kindergarten readiness, early grade reading and middle grade math—all key elements that contribute to higher graduation rates and college and/or career readiness. In addition, company gifts to the University of Cincinnati and its Lindner College of Business have helped these institutions become catalysts for innovation and cutting-edge research. The university's programs have also earned national acclaim in several academic areas.

Health

AFG engages in annual campaigns to promote health and fight disease with non-profit organizations such as the American Heart Association and the Leukemia and Lymphoma Society. Through our financial support of Ride Cincinnati, our employees ride and raise awareness about the importance of best-in-class cancer treatment options in our community. We also support the Lindner Center of Hope, a comprehensive, state-of-the-science mental health center providing patient-centered, scientifically advanced care for individuals suffering from a wide array of mental disorders.

Families and Youth

AFG's leadership giving to the United Way and Freestore Foodbank helps to fund programming that transforms the quality of life for all people in our region, with a focus on self-sufficiency and lasting change. Our Company also supports Big Brothers Big Sisters and the YMCA, both of which provide essential programs for children and families.

Arts and Culture

AFG is a proud sponsor of Cincinnati ArtsWave, which supports 150+ organizations, artists and projects through funding, services and advocacy in the Greater Cincinnati area. The Company also sponsors other efforts to bring art and culture to life. The Company's sponsorship of BLINK®, the nation's largest public art event, facilitates a festival that includes large-scale projection mapping, media light, interactive light sculptures and murals that are free to the public. In addition, our support of the Over the Rhine International Film Festival provides the opportunity to promote storytelling through film about the power of inclusion, strength and perseverance.

Disaster Response

Reflecting our insurance roots, AFG and many of our employees contribute to and volunteer with organizations such as the American Red Cross that provide disaster relief services such as medical care, shelter, food and clothing. The Company also teams up with the Hoxworth Blood Center of Cincinnati to host an annual on-site blood drive, collecting vital blood products to support lifesaving treatments for patients in local hospitals.





Members of our National Interstate Graduate Development Program team volunteered at the Akron-Canton Regional Foodbank, packaging more than 4,000 meals to support hunger-relief efforts in their local community.



Employees from our Summit workers' compensation business based in Lakeland, Florida, supported a local nonprofit through an Easter basket drive, providing baskets filled with clothing, treats, toys and storybooks to children of resident families.



Great American has supported the American Heart Association's Heart Mini-Marathon & Walk for more than three decades. In 2025, more than 350 team members took part as runners and walkers in downtown Cincinnati helping raise funds and awareness for heart disease and stroke.



In support of the American Heart Association's Go Red for Women campaign, employees wore red on National Wear Red Day to help spotlight women's heart health and the need for ongoing research.



Company representatives presented a check to the American Red Cross Central & Southern Ohio Region through our Great American Insurance Run program, in collaboration with the Cincinnati Reds. During the 2025 baseball season, the Company made a charitable donation to the American Red Cross each time the Reds scored a run while leading in the 6th to 8th innings, supporting the organizations' many vital programs and services.



Great American has supported Blood Cancer United's annual Light the Night fundraiser for over 20 years. Employees, joined by family and friends, participated both in person and remotely to shine a "great" light on the fight against blood cancer.



Employees from our Mid-Continent subsidiary in Tulsa, Oklahoma, took part in the United Way's 'Day of Caring,' working alongside other organizations to help clean up the historic Greenwood District. The day provided an opportunity to learn more about the district's rich history and support the local community.



In support of cancer research, employees participated in the 2025 Ride Cincinnati Corporate Challenge. Nearly 90 employees, family members and friends joined the Great American team to help raise crucial funds needed for the advancement of cancer research and care in Greater Cincinnati.

Our AFG and Great American Insurance Group employees serve as community ambassadors, living our values and giving back in communities where we live and work.

Great American Insurance Group was recognized as one of the Freestore Foodbank's top corporate volunteer programs in 2025.



Each month, teams of employees volunteer with the Freestore Foodbank to help assemble meal kits for food insecure children and seniors in our region. We are proud of the impact and reach of this important work.

Power Packs, Senior Meal Boxes and Holiday Meal Kits prepared for underserved families in our communities

~13,500

Volunteer hours dedicated to assembling meal kits for seniors and food insecure public school students

1,000+



In the spirit of giving back, the Company's great workplace initiative supported individuals and families across Greater Cincinnati by donating gently used office furniture to New Life Furniture Bank, helping build safe, dignified homes. These donations support those transitioning out of homelessness, seeking refuge from domestic violence or facing other challenging circumstances. By recycling and repurposing items instead of sending them to landfills, the furnishings are given "new life" while helping others rebuild their own.





Our values form the foundation of our business, shape our priorities and set our expectations for how we conduct our business, service our customers and interact with each other.

We regularly invite our employees to share their perspectives on how we live our Purpose, Vision and Values through the work we do each day. Feedback from prior employee surveys have guided decisions and actions across the Company, including the addition of paid parental leave and expanded medical plan offerings. AFG conducted its most recent biennial employee survey in 2024, with 92% of employees participating. Results from that survey indicated overall levels of employee engagement and enablement that exceeded benchmarks for high-performing companies, as defined by our survey vendor, Korn Ferry. Survey results are shared with all employees, and business leaders receive anonymous results and feedback to help identify and advance opportunities to enhance the employee experience. AFG's next employee survey is scheduled for 2026.

<p>Our Core Values for all the <i>great</i> you do®</p>	<p>Specialization Entrepreneurial Spirit Accountability</p> <p>OUR FOUNDATION</p>
<p>Integrity Discipline Respect for Others</p> <p>OUR EXPECTATIONS</p>	<p>Customer Focus Clear & Open Communication Family & Community</p> <p>OUR PRIORITIES</p>

Our People

Be here. Be *great.*[®]

Creating a welcoming and rewarding place to work and build a career

OUR 8,500 EMPLOYEES ARE AFG'S MOST IMPORTANT ASSET.

Our employees are at the core of everything we do. We are focused on fostering an environment where talented people want to contribute, choose to stay and build careers. Our goal is for all employees to feel included, respected and empowered to perform at their best. We help propel their success—and ours—by cultivating specialized knowledge, offering leadership development opportunities and exemplifying a service-oriented culture.

We respect human rights, foster inclusion and value the unique perspective each employee brings to the workplace. We operate with integrity and self-discipline in an environment that values clear and open communication and where the importance of family, community and work-life balance are priorities. For more information, read our [Human Rights Statement and Commitment](#) to ethical behavior, inclusion, non-discrimination, health and safety and other important considerations about working for AFG.

PROUD TO BE BEST IN CLASS

HOW WE STACK UP

2024 EMPLOYEE SURVEY HIGHLIGHTS

95%	PERFORMANCE MANAGEMENT <i>I understand the results expected of me in my job.</i>
94%	QUALITY AND CUSTOMER FOCUS <i>The organization provides high quality products and services.</i>
94%	CLEAR AND PROMISING DIRECTION <i>I understand how my job contributes to the organization's strategy and goals.</i>
93%	RESPECT AND RECOGNITION <i>I am treated with respect as an individual.</i>
90%	ENGAGEMENT <i>I would recommend the organization as a good place to work.</i>

AFG AS COMPARED TO HIGH-PERFORMING COMPANIES

■ Our Company
■ High-Performing Companies*



We believe employees who are actively engaged with our mission and strategy deliver higher levels of service to our customers and create stronger bottom-line results for our business.

Talent Acquisition

We recognize that building a talent pipeline is imperative to the long-term success of our organization. As an equal opportunity employer, we focus on broad talent outreach to help us attract and retain top talent. We believe that when people with different cultures, backgrounds and experiences work together, they drive innovation and help us exceed our business objectives.

Career Growth and Development

Tuition reimbursement programs, financial incentives and a full suite of personal and professional learning opportunities have supported a culture where learning is both valued and rewarded. Our Learning and Development teams provide a broad spectrum of educational opportunities focused on the insurance industry, communication, leadership, technology, inclusion and personal development. These programs are provided through in-person, virtual and on-demand opportunities and are facilitated through a central learning system available to employees.

Our tuition reimbursement programs support the participation in and completion of college courses that will lead to undergraduate and graduate degrees. We encourage and reward participation in professional designation programs such as Chartered Property & Casualty Underwriter (CPCU) and Associate in Claims (AIC), among others. Our investment in professional development is one of many reasons we believe our average employee tenure exceeds industry averages.

Through a collaboration with LinkedIn® Learning, we equip our employees with access to industry-recognized professional development courses. This award-winning platform offers a comprehensive digital library of over 22,000 courses covering a wide range of technical, business, software and creative topics. Additionally, we offer short-format learning programs such as our LinkedIn LIVE lunch series and joint training programs with educational institutes such as Zenger Folkman and Franklin Covey. We also provide several signature in-house development programs, including *Connecting Great Americans*, *Thrive* and *Forth@Fourth* early-career development programs, as well as our *Supervisory Series* development program.

Feedback is important to continual improvement. We regularly assess the impact of our training programs by utilizing ratings and comments from course evaluations and surveys to continuously improve the employee experience. Importantly, the preparation and development of our managers and leaders is critical to talent management at AFG. Leaders are also given opportunities to use assessment tools and 360-degree feedback to support their professional development.

We offer training opportunities that encourage our employees to build careers in insurance and develop professional skills that enhance their performance and positively impact our customers and our business.

We strive to attract exceptional people with different backgrounds and perspectives who can grow with our Company. **We do this by fostering a culture that inspires and rewards people, and by developing a workforce that can meet our Company’s goals today and tomorrow.**

<i>Competency development training completed by our employees, averaging 2.8 hours per employee in 2025</i>	HOURS 21,352	
<i>Completed in LinkedIn Learning, averaging 2.5 hours of content per learner in 2025</i>	VIDEOS 116,768	COURSES 5,620
<i>Earned by our employees in 2025</i>	NEW DESIGNATIONS 293	COLLEGE DEGREES 19

Insurance Training Programs

We offer career development programs that are designed to support the growth and development of entry-level talent, equipping them with the skills and capabilities to build their careers as insurance professionals.

- Our Underwriting Development Program helps participants cultivate the fundamental skills required of commercial insurance underwriters and learn to review and evaluate risks and exposures for various types of commercial risks. The Underwriting Development Program includes hands-on underwriting of various specialty niche risk exposures, aimed at giving the participant an understanding of underwriting discipline.
- Our Claim Trainee Development Program takes an organization-wide approach to developing the foundational skills required of successful claim professionals. Claims Trainees learn to perform the required analysis, investigation and claim handling functions, enabling them to make appropriate recommendations involving claim strategy, management and resolution.
- We also offer other early career programs in technology and product development. Several of our businesses have tailored learning experiences that complement our broad-based early career learning programs, such as our home-grown and innovative *Ignition* program at National Interstate. This cohort-style program combines insurance training, leadership development and cross-functional exposure through a blended learning approach, helping participants build a professional network and enhance their skills through weekly personal development sessions and social events.

Internship Program

Our summer intern program includes events that provide interns opportunities to learn about the Company, meet senior management and discover careers within the insurance industry. Within our Cincinnati Campus, we offer the *Speaker Series*, featuring guest speakers from our various Specialty P&C businesses and shared services areas. Interns participate in volunteer events with local community organizations. These experiences provide interns with valuable knowledge of the Company and the industry, as well as an opportunity to give back to the community. In 2025, we welcomed 264 interns across 19 locations. The internship program serves as a pathway for early career talent, with many interns continuing on as full-time employees.

Employee Retention and Promotion

At AFG, we strive to attract exceptional people who can grow their careers with us. By investing in the talent and capabilities of our employees, we strengthen retention and sustain a high-performing workforce.

In 2025, our overall voluntary turnover rate was 8.3%, and the total turnover rate, including both voluntary and involuntary turnover, was 10.0%. AFG's turnover rate is consistently lower than industry benchmarks. Our track record of employee retention and stability is evidenced by the average employee tenure at the Company of over 10 years. Our commitment to helping our employees develop professionally and personally and advance in their careers is demonstrated by an average tenure that exceeds 20 years for our most senior leaders.

Talent Review and Succession Planning

To prepare our workforce and build our talent pipeline, we support our employees in their skill development and career growth. All employees participate in the Company's performance management and development process, which is a collaborative effort between employees and managers to discuss expectations, share progress and provide feedback. In 2025, the Company introduced Navigating Growth, a refreshed performance management approach that provides a clear framework to align individual goals, skills and development plans with business priorities. Supported by simplified tools and regular check-ins, Navigating Growth facilitates ongoing conversations and fosters continuous learning and intentional development.

The Company provides comprehensive career maps and job profiles that are available to both employees and managers to facilitate career planning. For those looking to advance their career, a development plan can be useful in identifying ways to gain knowledge and skills, while practicing behaviors needed for future roles or expanded responsibilities.

AFG's culture emphasizes and enables the development of future leaders and is supported by a robust succession planning process. This process assesses the evolving leadership needs of the Company to ensure thoughtful talent plans exist to support the Company's short- and long-term business objectives. The Company's dynamic, ongoing approach includes annual identification of critical roles and evaluation of potential successors with the skills, experience and readiness to assume increased leadership responsibilities. Robust planning helps manage enterprise risk related to staffing of critical positions and talent management throughout the organization. A commitment to succession planning and talent management creates new challenges and development opportunities for our employees.

Health and Wellness

As part of our commitment to responsible business practices and supporting employees at their best—both at work and beyond—we offer a competitive benefits package that includes a comprehensive wellness program. We offer on-site fitness centers at many of our locations, financial incentives for taking care of one's health and health management programs to increase employees' engagement with their health care providers. We were early adopters of consumer-driven health care, and we support employee empowerment on health care matters.





AFG is dedicated to fostering a culture of wellness. We believe that wellness is a holistic journey encompassing physical, mental and financial wellness.

EMPLOYEE WELLNESS PROGRAMS

Overall Wellness

The Vitality® Program, offered to all full-time benefit-eligible employees, provides education and tools to help employees improve or maintain their health. Participation in healthy activities not only promotes a sense of well-being but also earns points that can be redeemed for rewards such as gift cards, fitness devices and more. Vitality provides resources such as coaching on physical activity, weight management and nutrition, as well as an abundance of tools for managing stress and mental well-being. The Company also offers a tobacco cessation program through Vitality, which includes a "Quit Bonus" for all tobacco users who stop using tobacco products and remain tobacco-free for 12 months.

Mental Health Offerings

In recent years, we have enhanced our benefits and increased our focus on well-being and access to mental health resources to ensure our employees receive the right support at the right time. Several mental wellness benefits and services are available to employees at no cost, including:

- *Tools for Relaxation and Mindfulness: Supports sleep, relaxation, mindfulness with meditations, breathing exercises, music and sleep stories.*
- *Personalized Mental Wellness Resources: Delivers personalized plans tailored to specific health conditions and life stages. This resource features mental health screenings, referrals and self-guided learning modules.*
- *Virtual Therapy and Coaching: Provides specialized behavioral health care through virtual therapy and coaching tailored to individual health needs. Services*
- *Digital Mental Health Services for Youth: Provides virtual mental health care for kids, teens and young adults. This program addresses challenges such as anxiety, bullying, self-esteem, sleep problems, stress, trauma, technology addiction and more.*
- *Support for Parents of Neurodiverse Children: Offers coaching for parents of neurodivergent children (autism, ADHD and dyslexia). Benefits include evidence-based tools, training and clinical support.*

In 2025, the Company hosted its fourth annual Great Day of Learning, centered on productivity and performance. Throughout the day, employees explored how to work more efficiently and effectively by aligning work habits with how the brain functions best. The event featured keynote speaker Dr. Sahar Yousef, a world-class cognitive neuroscientist and productivity expert, who shared research-backed strategies to sharpen focus, reduce stress and achieve meaningful results without burnout.

Financial Prosperity

Being a responsible employer and contributing to community economic sustainability includes ensuring our employees have the ability and access to achieve their financial goals. We maintain competitive and equitable pay by conducting regular market comparisons. We offer an employee stock purchase program in which employees can purchase Company stock at a discount to the market price, a retirement savings plan with matching employer contributions and Company-wide profit-sharing programs. Our employees also have access to professional investment and retirement planning advisors to help prepare for their financial future.

February's annual Insurance Careers Month celebrates rewarding opportunities in the insurance industry.

During the month of February, Great American Insurance Group highlights how the industry is re-imagining work and focusing on the tremendous potential that exists in the insurance and risk management industries. It is also an opportunity for employees to share their personal career journeys—why they chose insurance and how their work supports agents, insureds and communities.

JULIE BAXTER

Senior Claim Operations Manager,
Financial Institution Services

"I love working in claims because there truly is something for everyone. Customer service, problem-solving, negotiation, teamwork and technology all come together, with constant opportunities to learn and grow."

JOAQUIN AMADOR

Senior Business Developer Specialist,
Property & Inland Marine

"I value working in insurance because it allows me to drive sustainable growth through strategic partnerships, disciplined risk management and long-term value."

MADISON BEAL

Senior Production Underwriter,
Great American Risk Solutions

"This industry blends analytical problem solving with relationship building. Supporting partners while working for a strong organization is incredibly rewarding."

MARY CATHERINE ROBERTS-WILLIAMS

Senior Product Specialist,
Great American Employer Health Solutions

"The breadth of insurance is fascinating. I've grown alongside my opportunities at Great American, especially while supporting a new division, a new (to me) segment of the business and solving new challenges every day."

RACHELLE LEONE

Customer Engagement Leader,
P&C IT Services

"Working in insurance is rewarding because of the people who show up every day with expertise, integrity and a shared commitment to helping others. In my role, I connect technology with real-world needs and build relationships that make a tangible impact."

KYLEE FISHER

Senior Production Underwriting Manager,
Ocean Marine

"I enjoy working in specialty insurance because it adds a unique layer to an already dynamic field. The wide range of roles and career paths creates meaningful opportunities for growth and specialization."

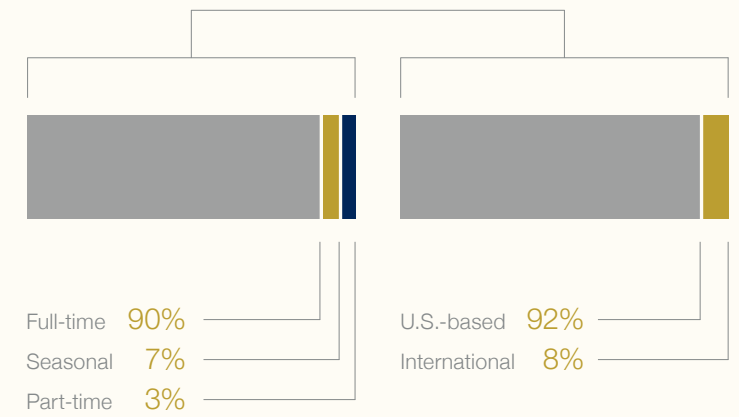




AFG Employees by the Numbers

AS OF DECEMBER 31, 2025

8,549 AFG and Great American Insurance Group employees



10.2

Average employee tenure in years

87.9%

Eligible employees who completed at least one activity in the Company's Vitality Wellness program

10.0%

Total turnover rate (including voluntary and involuntary)

8.3%

Total voluntary turnover rate

95.5%

Employees participating in our Retirement and Savings Program or 401(k) plan

100.0%

Employees eligible* to participate in the Employee Stock Purchase Plan



*Eligible employees include all full-time and part-time employees working more than 20 hours per week.

Managing environmental risk and operating sustainably

As an insurance company, we have an inherent interest in managing risk and in helping protect natural resources and addressing the factors that might contribute to global climate change. We are taking steps to reduce our own impact on the environment as well as to create incentives, through AFG's insurance products and services, for our customers to embrace more sustainable practices. For more information on these activities, please see our most recent [Sustainability Accounting Standards Board](#) report at www.AFGinc.com.

Managing the risk of catastrophic weather events is a priority in much of our commercial property and casualty (P&C) insurance underwriting practice. We consider climate change and its potential impact when evaluating new business lines and product offerings. Our P&C businesses seek to reduce their exposure to catastrophes through individual risk selection, including minimizing coastal exposures that could be more directly affected by climate change. We provide services, training and educational information to help customers improve safety, remediate environmentally adverse events, reduce losses and operate more sustainably. Through limiting our exposure to catastrophic risk, helping our insureds manage the risk to their crops posed by uncertain weather conditions, or providing coverage for cleaning up environmental contamination, our Company places management of environmental risk at the core of several of our key operations.

Sustainable facilities and practices

We recognize that our day-to-day business requirements—such as travel, lighting and technology equipment—have an impact on the environment and the Earth's resources. We are working to reduce our electricity and natural gas usage through actions such as constructing or leasing energy-efficient office space.

The Company's leased headquarters are in Cincinnati's first and largest green office tower, utilizing numerous environmentally responsible design choices, construction practices and development decisions. The building is certified as Gold by the U.S. Green Building Council under the acclaimed LEED (Leadership in Energy and Environmental Design) program.

38%

AFG office space located in the U.S. that is LEED or ENERGY STAR® certified for energy efficiency and other sustainability features

94

Tons of paper and cardboard diverted from landfills and recycled in our Cincinnati operations in 2025

51

Tons of electronic waste diverted from landfills and recycled in 2025

For over 15 years, AFG has invested in capital energy improvements and energy efficiency initiatives across four company-owned buildings in Cincinnati, Ohio. A facility management team maintains a sustainability checklist modeled on the Building Owners and Managers Association ("BOMA") 360 Performance Program® to improve operational efficiencies and sustainability, and has implemented the following in the past few years:

- Upgraded the HVAC systems in all four buildings on the Cincinnati Campus to more efficient technologies, which involved replacing boilers with high-efficiency modular units, as well as more robust building control systems to manage energy consumption. These upgrades have resulted in a 50% reduction in natural gas consumption.
- Installed fan wall technology with direct drive premium efficiency motors on air distribution units, completing Year 4 of a 4-year plan to upgrade the air handling unit fans to new, energy-efficient fan wall technology in one of the Cincinnati Campus buildings. The completed project has resulted in electric savings of approximately \$1.9 million.
- Installed variable frequency drives on all large electrical motors. Conversion to variable frequency drives has been completed for all large motors within the Cincinnati buildings, which has resulted in energy savings of \$7.6 million over the past 19 years.
- Established a program to migrate lighting to LED technology as it is replaced. Conversion to LED lighting has been completed in the parking garages and is ongoing within the office environment, which leads to lower energy consumption.

All four AFG-owned buildings in Cincinnati have earned and maintained BOMA 360 Performance Building designation through 2025, reflecting the company's ongoing commitment to excellence.



The BOMA 360 Performance Program is a groundbreaking building designation program that evaluates properties in six major areas:

- Building operations and management
- Life safety/security/risk management
- Training and education of building personnel
- Energy management
- Environmental/sustainability performance
- Tenant relations and community involvement

ADDITIONALLY, ONE BUILDING RECEIVED THE 2025 ENERGY STAR® DESIGNATION.



To help reduce the amount of waste that goes to landfills, we designated a division to oversee the recycling of paper and electronics across our locations.

We also educate our employees about environmentally friendly practices and provide employee amenities and programs such as charging stations for electric and plug-in hybrid vehicles in designated parking spaces, bicycle parking and public transportation discounts.

Our Company's evolving administrative and workflow processes also utilize technology to limit the use of paper by:

- Continually enhancing our website capabilities to allow policyholders and agents to securely access data and complete transactions electronically, which reduces the paper, including physical mail, necessary at policy inception or renewal.
- Maximizing use of electronic (including cloud-based) record and document management practices, which reduce the need for paper files.

WELCOME

great workplace

The Company's multi-year effort to design and build a "Workplace of the Future" continues to move forward with steady momentum and visible progress happening every day.

Over the past three years, the Company successfully completed the first four phases of the *great* workplace project. In 2025, several locations were redesigned, including offices within the Cincinnati Campus, as well as in Schaumburg, Illinois, and Tulsa, Oklahoma. Completion of the *great* workplace project, including the fully redesigned Cincinnati Campus, is scheduled for mid-2027.

In 2025, the Company strengthened its commitment to employee well-being with the launch of the Diner@Dixie, an on-site experience designed to foster connection, convenience and community. More than a new amenity, the employee diner reflects our commitment to creating welcoming spaces where employees can recharge, collaborate, and feel at home.





Carl Lindner III (left) and Craig Lindner, Co-Chief Executive Officers



Bringing team spirit and connection to life, our employees enjoyed an unforgettable afternoon at Great American Ball Park, celebrating together through fun and friendly competition.

From stepping up to the plate to cheering from the stands, everyone played a part in making it a memorable day.

As the name behind Great American Ball Park, we are proud of this connection and the meaningful opportunities it provides to celebrate our people and Company culture.



[Learn more about how we manage these and other risks](#)

Please refer to our most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K in the Investor Relations section of AFG's website, or [click here](#).

Our disclosures in this Corporate Social Responsibility Report (Report) are voluntary and intended to provide additional information to various stakeholders. The standard of materiality required for our disclosures filed with the Securities and Exchange Commission is not the same as that used for our voluntary disclosures in this Report. Inclusion of information in this Report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities.

This Report may contain forward-looking statements. Some of the forward-looking statements can be identified by the use of words such as "anticipates," "believes," "expects," "projects," "estimates," "intends," "plans," "seeks," "could," "may," "should," "will" or the negative version of those words or other comparable terminology. All statements in this Report not dealing with historical results are forward-looking and are based on estimates, assumptions, and projections. These forward-looking statements are only predictions based on our current expectations and projections about future events. There are important factors that could cause our actual results, level of activity, performance, or achievements to differ materially from the results, level of activity, performance, or achievements expressed or implied by these forward-looking statements. These factors include, but are not limited to, those discussed in our Annual Report on Form 10-K under Item 1A "Risk Factors," and also discussed from time to time in our Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. We are under no duty to update any of these forward-looking statements after the date of this Report to conform our prior statements to actual results or revised expectations, and we do not intend to do so.

Nothing in this Report is incorporated by reference or shall be deemed to be incorporated by reference into the documents that we have filed or will file with the Securities and Exchange Commission.



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