Governance:

1. Disclose the insurer's governance around climate-related risks and opportunities.

In disclosing the insurer's governance around climate-related risks and opportunities insurers should consider including the following:

- **Identify and include any stated goals on climate-related risks and opportunities.**
- **Describe where climate-related disclosure is handled within the insurer's structure, e.g., at a group level, entity level, or a combination. If handled at the group level, describe what activities are undertaken at the company level.**

A. Describe the board and/or committee responsible for the oversight of climate-related risks and opportunities.

In describing the position on the board and/or committee responsible for the oversight of managing the climate-related financial risks, insurers should consider including the following:

- **Describe the position on the board and/or committee responsible for the oversight of managing the climate-related financial risks.**

B. Describe management's role in assessing and managing climate-related risks and opportunities.

The Board of Directors has oversight of all risk and return activities. The governance structure starts at the Board and Senior Leadership team. The Senior leadership team is responsible for managing and underwriting to mitigate risks associated with climate change, such as severe weather events. There efforts are overseen by the Board's Risk Committee. The Senior Leadership team is comprised of the CEO, CFO, CUO, CRO, CLO, CPO, and business segment leads.

Senior Leadership Team (SLT) meets weekly with risk management being the focus at least once a quarter. SLT is GuideOne's most senior management committee and ERM/Climate risk is within their purview. It supports ERM by establishing risk and return targets, determining economic capital levels, and directing integrated strategies and actions from an enterprise perspective. The chief risk officer chairs ensures that it performs its duties regarding ERM.

Strategy:

2. Disclose the actual and potential impacts of climate-related risks and opportunities on the insurer's businesses, strategy, and financial planning where such information is material.

In disclosing the actual and potential impacts of climate-related risks and opportunities on the insurer's businesses, strategy and financial planning, insurers should consider including the following:

- **Describe the steps the insurer has taken to engage key constituencies on the topic of climate risk and resiliency.**
- **Describe the insurer's plan to assess, reduce, or mitigate its greenhouse gas emissions in its operations or organizations.**

A. Describe the climate-related risks and opportunities the insurer has identified over the short, medium, and long term.

In describing the climate-related risks and opportunities the insurer has identified over the short, medium, and longer term, insurers should consider including the following:

- **Define short, medium, and long-term, if different than 1-5years as short term, 5-10years as medium term, and 10-30years as long term.**

B. Describe the impact of climate-related risks and opportunities on the insurer's business, strategy, and financial planning.

In describing the impact of climate-related risks and opportunities on the insurer's business, strategy, and financial planning, insurers should consider including the following:

• **Discuss if and how the insurer provides products or services to support the transition to a low carbon economy or helps customers adapt to climate-related risk.**

• **Discuss if and how the insurer makes investments to support the transition to a low carbon economy.**

C. Describe the resilience of the insurer's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario.

As an insurer, we are at the forefront of understanding, managing and mitigating climate-related risks. Our insurance operations expose us to claims arising out of catastrophes caused by various unpredictable natural events frequently attributed to climate change including, among others, earthquakes, hurricanes, hailstorms, severe winter weather, wind storms, fires, and tornadoes. The geographic distribution of our business subjects us to catastrophe exposure for events occurring in a number of areas. Any increases in the values and concentrations of insureds and property in these areas would increase our potential exposure to catastrophic events in the future.

In addition, changes in climate and/or weather patterns may increase the frequency and/or intensity of severe weather and natural catastrophe events potentially leading to increased insured losses. Potential examples include, but are not limited to: an increase in the frequency or severity of wind and thunderstorm and tornado/hailstorm events due to increased convection in the atmosphere, more frequent and larger wildfires in certain geographies, higher incidence of deluge flooding, and the potential for an increase in frequency and severity of large hurricane and tropical storm events. In addition, in part because accounting rules do not permit insurers to reserve for such catastrophic events until they occur, claims from catastrophic events could have a material adverse effect on our business, financial condition, results of operations or liquidity.

Climate change presents several opportunities for our insurance business. As changes in weather patterns emerge, GuideOne can better position our products to offer further protection to our customers. GuideOne already offers a full range of insurance products that help customers who want protection from weather events and their consequences, including protection from damage that could occur from fires brought on by drought, snow and ice, severe heat, changing weather patterns, wind, and other perils. Offering such protection, and then managing that risk, is at the heart of what insurers do.

Increased severe weather has raised loss costs for auto and property insurance, requiring changes in pricing, product coverages, underwriting practices, and reinsurance utilization. Impacts will continue to evolve due to the increasing effect of severe weather driven by climate change.

Analysis on each individual investment holding takes into consideration many factors, including an assessment of the risks and opportunities related to climate change and a low carbon economy. These factors are used to assess both current asset valuation and long-term asset performance.

One specific area identified with a potential for long-term risk is thermal coal, due to a general movement away from the carbon economy. GuideOne decided to divest of our limited exposure to thermal coal and will not make new investments in thermal coal enterprises that generate 30% of their revenue from either the ownership, exploration, mining or refining of thermal coal, or utilities that generate 30% or more of their electricity from thermal coal. Conversely, GuideOne has made investments in securities that support renewable energy, as clean energy has become a more preferred long-term source of energy.

Climate change related risks could result in increased weather-based losses to both GuideOne's insureds as well as its operations and facilities. Catastrophes can be caused by various natural and man-made disasters, including earthquakes, wildfires, tornadoes, hurricanes, tropical storms, and certain types of terrorism. Such impacts could affect GuideOne from both increased frequency and severity of losses. GuideOne has identified the following causes of loss and geographic regions as having a potential to be adversely affected by significant changes in climate:

(1) Hurricane: All coastal zones along the eastern Atlantic seaboard and the Gulf of Mexico. As GuideOne experienced during Hurricanes Katrina, Rita, Wilma, Dennis and Ike, there is an increased recognition that inland wind damage and storm surge from hurricanes is also an important consideration.

(2) Tornado/Hail: Principally emanating from the Central and the South Severe Convective Storm (SCS) regions. Over time GuideOne has witnessed the traditional tornado alley expand causing increased losses further east and toward the southeastern states. Tornado seasons with unusually heavy losses, especially early in Spring, have been increasing concern for GuideOne Insurance over the years.

(3) Winter Storm: This peril could affect a substantial area consisting of the Northeast (New England through Pennsylvania), Atlantic (the Carolinas up thru Virginia) and both the Upper and Lower Midwest. The Southeast, while not as extremely exposed to winter events, is still subject to freeze losses as well.

(4) Wildfire: The National Interagency Fire Center identified four states with the greatest potential for wildfires: Arizona, New Mexico, California, and north-central Washington, based reoccurring drought conditions and the existence of dry undergrowth and other fire fuels.

The catastrophe reinsurance program is part of GuideOne's catastrophe management strategy.

Changing climate conditions may adversely affect our financial condition, profitability or cash flows. Because of the exposure of our property and casualty business to catastrophic events, our operating results and financial condition may vary significantly from one period to the next. Climate change, to the extent it is associated with rising temperatures and changes in weather patterns, could impact the frequency or severity of weather events and wildfires and the results of our GuideOne commercial business. From a catastrophe point of view, the most predominant perils are windstorm, and to a much lesser extent earthquake, and acts of terrorism. With respect to windstorm, we rely on a blend of models in the calculation of PML events for various return periods and average annual loss for both the hurricane and SCS perils. From the various reports we obtain, it is our understanding that frequency and severity of windstorms is most impacted by seasonal conditions (El Nino or La Nina). To the extent that these are incorporated into the models, this impacts the costs of our reinsurance and the aggregate exposures that we will underwrite in a particular county. We do not foresee climate change as having a profound impact on earthquake exposure, in which we rely upon vendor supplied catastrophe models.

GuideOne performs regular stress-tests on the investment portfolio, although modeling is typically centered around stressed market events, rather than specific climate-related scenarios (2 degree Celsius or lower scenario), due to the low exposure to carbon-related investments. Stressed scenarios around significant changes in interest rates, equity valuations and other historic market dislocations, provide insight into expected investment portfolio performance during periods of extreme market volatility, specifically around asset valuations and liquidity.

Risk Management:

3. Disclose how the insurer identifies, assesses, and manages climate-related risks.

In disclosing how the insurer identifies, assesses, and manages climate-related risks, insurers should consider including the following:

- **Describe how the insurer considers the impact of climate related risks on its underwriting portfolio, and how the company is managing its underwriting exposure with respect to physical, transition and liability risk.**

• Describe any steps the insurer has taken to encourage policyholders to manage their potential physical and transition climate related risks, if applicable.

• Describe how the insurer has considered the impact of climate-related risks on its investment portfolio, including what investment classes have been considered.

A. Describe the insurers' processes for identifying and assessing climate-related risks.

In describing the insurers' processes for identifying and assessing climate-related risks, insurers should consider including the following:

• Discuss whether the process includes an assessment of financial implications and how frequently the process is completed.

B. Describe the insurer's processes for managing climate-related risks.

C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the insurer's overall risk management.

In describing how processes for identifying, assessing, and managing climate-related risks are integrated into the insurer's overall risk management, insurers should consider including the following:

• Discuss whether climate-related risks are addressed through the insurer's general enterprise-risk management process or a separate process and how frequently the process is completed.

• Discuss the climate scenarios utilized by the insurer to analyze its underwriting risks, including which risk factors the scenarios consider, what types of scenarios are used, and what timeframes are considered.

• Discuss the climate scenarios utilized by the insurer to analyze risks on its investments, including which risk factors are utilized, what types of scenarios are used, and what timeframes are considered.

Currently, GuideOne does not have a “formal” climate change policy with respect to risk management. However, climate change is an emerging risk that has been identified by GuideOne’s Emerging Issues Committee (reporting to the Enterprise Risk Management Steering Committee) to be addressed in current and future risk mitigation planning efforts.

Regarding exposures from GuideOne’s underwriting operations, GuideOne works closely with its functional units to ensure proper risk diversification and minimal concentrations within its books of business. GuideOne also employs a number of tools to assist in its efforts. GuideOne's underwriting guidelines instruct underwriters to decline classes of business that constitute an unacceptable level of health hazard, moral hazard, environmental impact, pollution risk or dangerous operations.

Via a reinsurance broker/intermediary of GuideOne, GuideOne uses an industry leading software tool to track and manage its weather-related exposures. This tool utilizes the latest modeling-based technology to produce projected loss estimates based upon various stochastic scenarios to all weather-related events. By use of this tool (available to GuideOne’s claims and underwriting staff), GuideOne monitors its exposure concentrations on a regular schedule. We also utilize a number of “desk top tools” to assist in our evaluation of our potential exposures. These tools all reflect the very latest in weather-based technology in terms of evolving climate change. In addition, on an annual basis GuideOne conducts business impact tests for its operational exposure to weather related exposures to ensure minimal disruption to its ability to best service clients and agents.

While GuideOne does not have a “formal” climate change policy with respect to investment management, the company has made a conscious decision to divest of our limited exposure to thermal coal, and not make new investments in thermal coal enterprises that generate 30% of their revenue from either the ownership, exploration, mining or refining of thermal coal, or utilities that generate 30% or more of their electricity from thermal coal. GuideOne monitors new investments for exposure to thermal coal, and annual analysis by outside vendors has confirmed little to no carbon exposure in our existing portfolio.

Through our insurance business, we will continue to monitor changes in climate and weather patterns. GuideOne keeps abreast of ongoing scientific and hurricane modeling research primarily through regular discussions with modeling staff at our reinsurance broker and two of the major CAT modeling firms. Those discussions focus upon the prevailing scientific thought about how climate might be expected to impact the frequency and severity of future hurricanes and severe convective storms.

GuideOne will continue to encourage modelers to make improvements as science advances, especially as it relates to our largest occupancy classes, and ask them to provide us with the best science-based models and expected CAT loss projections.

In the unlikely event that a disaster would strike GuideOne's offices, an extensive Business Continuity Plan has been put in place and is updated by a cross functional team of employees. GuideOne monitors key risks and opportunities through reviews by the Chief Risk Officer of Corporate Risk Tolerance Statements with the Enterprise Risk Management Steering Committee, the Audit Committee of GuideOne's Board of Directors, and the Board of Directors. Financial modeling, scenario testing and management judgment are used to assess significance of risks and opportunities.

Some of the areas where risk and opportunities affected by climate may arise include catastrophic weather events, auto insurance claim frequencies/severities, and business continuity & disaster recovery planning. The GuideOne Insurance Risk Management and Loss Control Business Unit helps safeguard religious organizations, schools, non-profit/human service organizations and senior living communities such as long-term care and assisted living facilities by providing practical and timely information, tools, services, and resources to help minimize risks and prevent losses. Emergency preparedness training aids and weather-related safety resources are available online at https://www.guideone.com/resource-center/safety-resources and through GuideOne's SafeChurch.com website for religious organizations. GuideOne also offers various risk management training programs, seminars, videos, checklists, fact sheets, and newsletters.

Before, during and after severe weather-related events, our Company uses various forms of communication to alert our customers how to protect themselves against losses, such as:
Sending e-mails to agents with claims reporting information and safety tips
Using social media tools (i.e., Facebook, Twitter, YouTube, etc.) to reach a larger audience with claims reporting information and safety tips
Distributing Public Service Media Announcements regarding how to reduce losses and submit claims
Offering premium payment leniency in some severe weather situations to customers
Dispatching catastrophe response teams to affected areas to assist with claims
Advising our employees regarding how they can assist with relief efforts

In addition, our Commercial Lines Department offers a "Green Upgrade" optional property coverage that in the event of a covered loss pays for the reasonable additional costs to upgrade to more energy efficient and environmentally friendly building elements, appliances, products or components that meet the requirements of LEED®, Green Globes® or Energy Star®. GuideOne writes insurance predominantly for commercial property and liability church risks with the predominant perils being fire, windstorm, water damage, bodily injury, automobile liability and workers compensation. We also provide a moderate amount of insurance in our other niches of schools, Senior Living Centers, and Non-Profit entities.

The Company maintains a diversified investment portfolio regarding asset type, industry, geography, and individual issuer credit, thus limiting our exposure to any particular risk/event. Climate risk is but one of many various risks we consider with not only individual security selection, but overall portfolio construction. As a property & casualty insurance company which has exposure to weather variability (potential CAT exposure due to weather events), we construct our investment strategy around making sure we maintain adequate liquidity to pay policyholder claims from such events. Both investment and underwriting risks (including CAT/weather events) are modeled as part of our Enterprise Risk Management risk tolerance process.

The duration of our fixed-income portfolio (which represents nearly 85% of our invested assets) is short-term in nature and is anticipated to provide the flexibility necessary to respond to issues arising from climate change.

Climate change is an emerging risk that has been identified by GuideOne's Emerging Issues Committee (reporting to the Enterprise Risk Management Steering Committee) to be addressed in current and future risk mitigation planning efforts.

Risk Engineering services help customers create practical solutions that minimize loss and improve overall operations. These services include on-demand training on managing and mitigating specific business risks including environmental risks.

GuideOne's Catastrophe Claims Operation team is available 24 hours a day, 365 days a year to help our customers through catastrophic events from preparation through recovery. The team provides guidance on associated risks, how to minimize damage and protect property, as well as actions to take following a catastrophic event.

Metrics and Targets:

4. Disclose the metrics and targets used to assess and manage relevant collateralized risks and opportunities where such information is material.

In disclosing the metrics and targets used to assess and manage relevant collateralized risks and opportunities where such information is material, insurers should consider including the following:

- **Discuss how the insurer uses catastrophe modeling to manage the climate-related risks to your business. Please specify for which climate-related risks the insurer uses catastrophe models to assess, if any.**

A. Disclose the metrics used by the insurer to assess climate-related risks and opportunities in line with its strategy and risk management process.

In disclosing the metrics used by the insurer to assess climate-related risks and opportunities in line with its strategy and risk management process, insurers should consider including the following:

- **In describing the metrics used by the insurer to assess and monitor climate risks, consider the amount of exposure to business lines, sectors, and geographies vulnerable to climate-related physical risks [answer in absolute amounts and percentages if possible], alignment with climate scenarios, [1 in 100 years probable maximum loss, Climate VaR, carbon intensity], and the amount of financed or underwritten carbon emissions.**

B. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

C. Describe the targets used by the insurer to manage climate-related risks and opportunities and performance against targets.

Through the extensive use of models, GuideOne closely watches its climate related risks and manages against the perils of hurricane, tornado, hail and winter storms, given its operating footprint, to avoid any undue level of concentration and potential financial exposure. We predominantly rely on the RMS and AIR models for the prediction of windstorm and earthquake events. Accordingly, we defer to the scientific and statistical expertise provided by those two organizations and that of our reinsurance broker.

We continue to manage our property catastrophe exposure to reduce the variability of our earnings, while providing protection to our customers. Our property business predominantly includes commercial property lines. At December 31, 2023, we continue to be within our goal risk tolerance metrics due to losses from SCS, hurricane and earthquake perils, based on modeled assumptions and applications currently available. The use of different assumptions and updates to industry models could materially change the projected loss. In addition, models are used to identify areas that may have been impacted by severe weather so we can serve our policyholders faster and better.

GuideOne does not measure or assess carbon emissions and greenhouse gases or those vulnerabilities to business lines, sectors or geographies. Our primary climate-related physical risks are property insurance and insurance exposures which are assessed for potential losses.