



24

Securing Our  
Shared Future

2024 Corporate Social  
Responsibility Report

Communities prosper when people 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're 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 approximately 8,700 employees in about 75 locations worldwide.

# Operating our business with integrity and managing financial risk

Integrity and trust aren't merely desirable in our industry—they're 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 people at all levels of AFG understand their role in upholding it.**

Our [Code of Ethics](#) guides our employees in avoiding potential conflicts 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.

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## 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.

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# 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

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# 100%

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

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# 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” 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 to protect against, detect and respond to cybersecurity incidents. These techniques include, without limitation, 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;
- 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 System and Organization Controls 2 (SOC2) audit to assess the security and availability of our systems and processes; and
- Developing and implementing 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 a presentation from and engage with the Chief Information Security Officer (“CISO”) or another senior member of the EISG with respect to the Company’s cybersecurity threat risk management and strategy processes, cybersecurity trends and emerging issues and related topics.

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.





Employees from our National Interstate member company, based in Richfield, Ohio, came together in a unified display of community spirit. Through their collective efforts, they raised funds and purchased an array of toys, spreading joy and making the holiday season brighter for local families in need.



Employees from our Equine Mortality team in North Central Florida spent an afternoon at a local non-profit, helping with facility maintenance and horse care. The team had a fulfilling experience by contributing to an organization that provides recreational and therapeutic riding services for individuals with disabilities.



Employees in our Summit workers' compensation business based in Lakeland, Florida, rolled up their sleeves to support a local non-profit organization that serves at-risk seniors. The team packed dozens of food containers to be delivered to seniors in need during the holiday season.



Employees participated in the 2024 Ride Cincinnati Corporate Challenge to benefit cancer research. Nearly 60 employees, family members and friends joined the Great American team to raise crucial funds that advance cancer research and care in Greater Cincinnati.



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. Each time the Reds scored a run while leading in the 6th-8th innings during the 2024 baseball season, the Company made a charitable donation in support of the many services and programs offered by the American Red Cross.



Employees from our Mid-Continent subsidiary located in Tulsa, Oklahoma, took part in the United Way's 'Day of Caring,' by volunteering to clean up the riverfront. Some of their tasks included cleaning the mirror maze and maintaining a mile-long bridge that provides a scenic view of the Arkansas River.



As part of our annual United Way of Greater Cincinnati campaign, employees support local organizations that help families in need through education, health care and financial assistance. During a volunteer event, employees assembled early education kits from collected items and donated them to a local non-profit.



Great American has supported the Leukemia & Lymphoma Society's Light The Night fundraiser for over 20 years. In 2024, the event held special meaning for one of our employees, who carried a white lantern as a survivor. We applaud all our employees for their support volunteering, fundraising and walking.

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 Pro Bono Partnership of Ohio's Company of the Year in 2024 in recognition of the outstanding pro bono services and support provided by the Company's legal team.

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

~19,000

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

1,100+





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 thoughts on how we live our Purpose, Vision and Values through the work we do each day. Results from past AFG employee surveys have guided decisions and actions at all levels of the Company, such as the addition of paid parental leave and flexible work schedules. AFG conducted its 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. The results of the survey are shared with all employees, and anonymous results are provided to business leaders to help them identify and execute opportunities to improve the employee experience.

<p><b>Our Core Values</b> 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 &amp; Open Communication Family &amp; Community</p> <p>OUR PRIORITIES</p>

# Our People

Be here. Be *great.*<sup>®</sup>

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

## OUR 8,700 EMPLOYEES ARE AFG'S MOST IMPORTANT ASSET.

Our employees are at the core of everything we do. We work tirelessly to create an environment where talented people want to contribute, stay and build a career. 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, professional education, leadership development and 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%	<b>PERFORMANCE MANAGEMENT</b> <i>I understand the results expected of me in my job.</i>
94%	<b>QUALITY AND CUSTOMER FOCUS</b> <i>The organization provides high quality products and services.</i>
94%	<b>CLEAR AND PROMISING DIRECTION</b> <i>I understand how my job contributes to the organization's strategy and goals.</i>
93%	<b>RESPECT AND RECOGNITION</b> <i>I am treated with respect as an individual.</i>
90%	<b>ENGAGEMENT</b> <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\*



When employees are actively engaged with our mission and strategy, they 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 helped us develop a culture where learning is both valued and rewarded. Annually, our Learning and Development teams provide a broad spectrum of educational opportunities focused on the insurance business, communication, leadership, technology, inclusion and personal development. These courses 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 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 3.4 hours per employee in 2024</i>	HOURS 25,839	
<i>Completed in LinkedIn Learning, averaging 2 hours of content per learner in 2024</i>	VIDEOS 89,217	COURSES 3,613
<i>Earned by our employees in 2024</i>	NEW DESIGNATIONS 276	COLLEGE DEGREES 30

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 a commercial insurance underwriter 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 a successful claim professional. 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 divisions have tailored learning experiences that complement our broad-based early career learning programs, such as the “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 a Speaker Series, featuring guest speakers from various businesses and shared services. Interns also participate in volunteer events with local community organizations. These experiences provide our interns with valuable knowledge of the Company and the industry, as well as an opportunity to give back to the community. In 2024, we welcomed 202 total interns across 25 locations. Among those eligible for full-time roles, 49 were hired as full-time employees.

### Employee Retention and Promotion

At AFG, we strive to attract exceptional people who can grow their careers with us. Our efforts at investing in the talent and capabilities of our employees help us retain the best workforce. In 2024, our overall voluntary turnover rate was 7.1%, and the total turnover rate, which includes both voluntary and involuntary turnover, was 8.2%. 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 of nearly 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 the employee and his or her manager to discuss expectations, share progress and provide feedback. The Company's performance management practice is grounded in a collaborative approach, driven by both employees and managers, through ongoing, frequent and informal feedback meetings known as "Performance Check-Ins".

We encourage all employees to set individual development goals and have ongoing development conversations with their managers. 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 succession planning process assesses the future leadership needs of the Company to ensure talent plans are in place to meet the Company's short- and long-term business objectives. The Company's dynamic, ongoing succession planning process includes annual identification of critical roles within the Company and potential successors who have the skills and experience to assume increased leadership responsibilities. Robust succession 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 managing our business responsibly and supporting our employees to be at their best—on the job as well as away from work—we provide a competitive benefits package that includes an extensive 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. *are provided by licensed therapists or coaches and focus on topics, such as anxiety, depression and caregiving.*
- *Personalized Mental Health Planning:* Delivers personalized plans tailored to specific health conditions and life stages. This resource features mental health screenings, referrals and self-guided learning modules.
- *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.
- *Virtual Therapy and Coaching:* Provides specialized behavioral health care through virtual therapy and coaching tailored to individual health needs. *Services*
- *Support for Parents of Neurodiverse Children:* Offers coaching for parents of neurodivergent children (autism, ADD, ADHD and dyslexia). Benefits include evidence-based tools, training and clinical support.

In 2024, the Company hosted its third annual Great Day of Learning, focused on employee well-being—physical, mental and financial. Throughout the day, employees gained valuable insights on how to balance life's demands, master financial principles and adopt positive mental health strategies. The event featured keynote speaker, Brandon Saho, creator of *The Mental Game* podcast, who shared his personal journey and winning tactics to support mental well-being.

### 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 celebration of Insurance Careers Month highlights rewarding career opportunities in insurance.

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. This is also a time for our employees to share their own unique journeys that have led to successful insurance careers.



## BRITNEY HAMMOOR, IT SERVICES

*"Working in the insurance industry offers a dynamic mix of specialties to focus on and a wide range of career growth opportunities. While working in the IT department for many years, I've been exposed to a variety of technologies and business functions that are constantly evolving in exciting ways."*

## AMANDA PATTON, ALTERNATIVE MARKETS

*"The insurance industry gives us the ability to be difference makers. We are entrusted and empowered to provide open communication to change the insurance industry perception with every interaction."*

## SARA SUTTON, CORPORATE CLAIMS

*"What makes the insurance industry fulfilling for me is the continuous learning and growth opportunities. The collaborative environment and supportive colleagues make it a truly fulfilling career."*

## LAUREN TALBOT, CORPORATE ACTUARIAL

*"I love working in insurance because it is constantly evolving, and we are challenged to quickly adapt to new exposures and trends."*

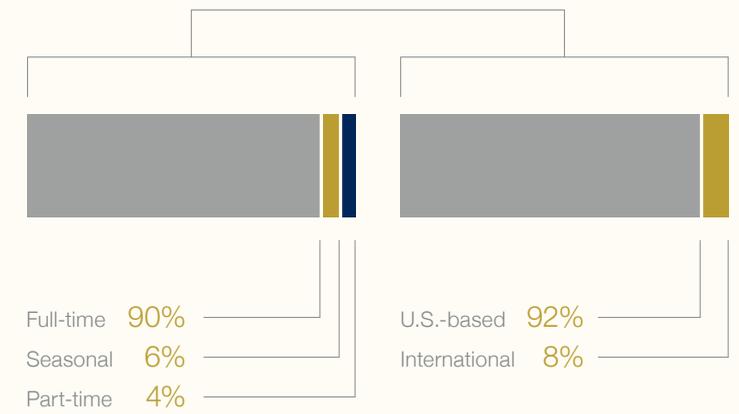




# AFG Employees by the Numbers

AS OF DECEMBER 31, 2024

**8,657** AFG and Great American Insurance Group employees



10.1

Average employee tenure in years

87%

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

8.2%

Total turnover rate (including voluntary and involuntary)

7.1%

Total voluntary turnover rate

96%

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

100%

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](http://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’re 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.

44%

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

108

Tons of paper and cardboard diverted from landfills and recycled in our Cincinnati operations in 2024

22

Tons of electronic waste diverted from landfills and recycled in 2024

In four Cincinnati, Ohio, buildings owned by AFG, the Company has been investing in capital energy improvements and energy savings initiatives for over 15 years. 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 two 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 3 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 anticipated electric savings is \$1.9 million upon project completion.
- 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 \$6.9 million over the past 18 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.

### CINCINNATI DIXIE TERMINAL BUILDING

In 2023, all four Cincinnati, Ohio, buildings owned by AFG were designated BOMA 360 Performance Buildings by BOMA International. This designation was maintained through 2024, reflecting AFG’s continued 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

### 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

What started as a pilot several years ago to help the Company design and build a “Workplace of the Future” has now become an exciting reality.

Over the past two years, the Company successfully completed the first phase of the *great* workplace project. In 2024, several locations were redesigned, including offices at the Cincinnati Campus, as well as in Ocala, Florida, and Torrance, California. Completion of the *great* workplace project, including the fully redesigned Cincinnati Campus, is scheduled for the end of 2026.

The vision for the *great* workplace project included reimagining the workplace experience by creating an energizing environment that connects all employees. The engaging design aims to generate a strong sense of community where opportunities for collaboration, knowledge sharing and employee development are supported by tech-enabled spaces that reinforce our company culture and enhance business performance and productivity.





# Key highlights of the *great* workplace

**Workstation Enhancements:** Individual workstations feature ergonomic furniture, multi-use charging stations, wireless connectivity and plenty of natural light to create a comfortable and productive environment. Additionally, noise reducing/absorbing materials help ensure a quiet workspace.

**Collaborative Spaces:** The new layout features a variety of spaces and meeting rooms to inspire collaboration and knowledge sharing. Meeting rooms feature state-of-the-art technology, large whiteboards and comfortable seating.

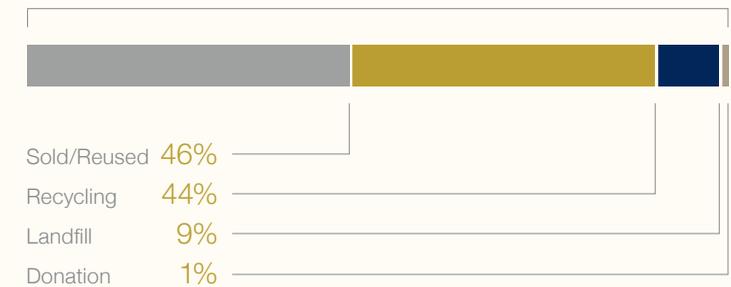
**Intuitive and Engaging Layout:** The open layout is easy to navigate and features updated Company branding throughout, including an eye-catching display of our Company Values.

**Environmental Benefits:** With the increased adoption of flexible and remote work arrangements, we reevaluated our office space needs, which resulted in a reduction of our real estate footprint and enhanced operational efficiencies.

**Community Impact:** We partnered with a decommissioning company to donate furniture, fixtures and supplies from the impacted floors, thereby diverting items from landfills. Examples from 2024 include:

91%	Landfill diversion rate (225 tons)
2	Non-profit beneficiaries
\$35,000	In-kind donations
150	Employee workstations and fixtures donated

## ASSET DISTRIBUTION RESULTS



[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 U.S. Securities and Exchange Commission.



301 E. Fourth St.,  
Cincinnati, OH 45202  
AFGinc.com / GAIG.com

5657-AFG