



Old Republic International Corporation



Contents

<i>Sustainability 2024</i>	3
<i>The Culture of Old Republic</i>	4
<i>Creating Long-Term Value for All Stakeholders</i>	7
<i>Insuring North American Commerce</i>	9
<i>Oversight and Risk Management</i>	11
<i>Investment Policies that Emphasize the Long Run</i>	13
<i>Human Capital</i>	14
<i>Community Involvement and Engagement</i>	24
<i>Customer Privacy and Data Security</i>	25
<i>Environmental Issues</i>	26
<i>Our Commitment to the Future</i>	29
<i>Contact</i>	30



Sustainability 2024

In this Sustainability Report, we provide a view inside our organization beyond traditional financial disclosure overseen by the Securities and Exchange Commission and state insurance regulators.

Our goal is to highlight our culture, the value we bring to our customers, our engagement with our associates, our interaction with our communities, and our governance framework for risk management. We believe that each of these aspects directly links to shareholder value creation and our ability to sustain our business over the long run.

Various standard-setting bodies, such as the Sustainability Accounting Standards Board (SASB), have published disclosure frameworks for sustainability reports. We reviewed several of these standards, and although this report reflects a proprietary view of sustainability relevant to our industry and Company, we have incorporated disclosure practices and principles from the SASB and others.



The Culture of Old Republic

The Old Republic story began in 1923 with the founding of a casualty insurer in Washington, a small town in central Illinois. Since then, Old Republic has evolved into a member of the Fortune 500 and one of the nation's leading multi-line insurance companies, providing sophisticated insurance and risk management solutions to many of North America's largest corporations and providing title insurance protection to homeowners and real estate investors.

A recurring theme in Old Republic's history has been its growth through the development of new products and services to meet customer needs.

At our Company, adaptability and innovation are built on a foundation of responsible stewardship. When Old Republic issues a policy, we are making a promise to our customers. There is no way of knowing when losses or accidents will occur and how severe they will be. The insurance business, therefore, requires both a focus on the long term and a culture that promotes accountability and retention of its associates.

Our Community:

The Public Interest

We're an insurance business vested with the public interest. All is done right, within the law, and with integrity.

Our Customers:

Policyholders & Buyers of Services

Good things happen when customers' legitimate needs are fulfilled by our people.

Since our founding, Old Republic has proudly served our communities, customers, capital providers and associates. At Old Republic, these stakeholders are the foundation of our Lodestar and they are central to everything we do.

Our mission is included below our Lodestar. To fulfill our mission, we must be ready to meet our obligations now and far into the future. Sustainability is, therefore, at the heart of all we do.



Old Republic relies on the capital provided by investors and on the expertise of its associates, many of whom have decades of experience with Old Republic. Without their contributions, Old Republic cannot stand behind its obligations. For us, that is the nature of sustainability—sharing in collective success and managing for the long run.

To stand behind these promises, we focus on the long-term, managing the risks for our own business and investing in our people.

Our Capital Providers:

Shareholders & Debt Holders

Capital is the lifeblood of a financial institution. It is the source and continuity of the enterprise.

Our People:

Intellectual Capital Providers

Our people's intellectual talent, know-how, and honorable work put capital to efficient use.

Our mission is to provide quality insurance security and related services to businesses, individuals, and public institutions, and be a dependable long-term steward of the trust that policyholders, shareholders, and other important stakeholders place in us.

PUTTING IT ALL TOGETHER FOR THE LONG RUN



Our Culture, Operating Philosophy, and Institutional Memory

- ★ It starts with “we” – we have each other’s back
- ★ We are efficient – we optimize better and faster
- ★ We are humble – but we are confident
- ★ We are patient and thoughtful – we don’t panic or overreact
- ★ We are inclusive – we listen to and respect others’ points of view
- ★ We keep things simple – we don’t over-engineer and over-analyze
- ★ We drive out bureaucracy when we see it – our organizational structures are flat
- ★ We act with integrity – we are trustworthy and honest
- ★ We do things the right way – we don’t follow undisciplined competition
- ★ We leave politics to politicians – we are collaborative and collegial
- ★ We are creative and innovative – we think outside the box
- ★ We drive down decision making and accountability – we are decentralized
- ★ We communicate in an open, clear, consistent, concise manner – we tell it like it is
- ★ We are long-term focused – we don’t let short-term or quarterly results guide us





A History of Launching and Acquiring Specialty Businesses

Old Republic International Corporation Key Operating Subsidiaries

★ Old Republic Insurance Company of Canada	1971	★ Great West Casualty Company	1985	★ Old Republic Residual Market Services, Inc.	2018
★ Old Republic National Title Insurance Company	1978	★ Old Republic Risk Management, Inc.	1985	★ Old Republic Inland Marine, Inc.	2021
★ Old Republic Home Protection Company, Inc.	1981	★ Old Republic Surety Company	1986	★ Old Republic Excess & Surplus, Inc.	2022
★ Old Republic Aerospace, Inc.	1983	★ Old Republic Insured Automotive Services, Inc	1992	★ Old Republic Lawyers Specialty Insurance Company	2023
★ Old Republic Professional Liability, Inc.	1983	★ PMA Companies, Inc.	2010	★ Old Republic Accident & Health	2023
★ BITCO Insurance Companies	1985	★ Old Republic Specialty Insurance Underwriters, Inc.	2015		



Creating Long-Term Value for All Stakeholders

Old Republic's Lodestar embodies the Company's mission by binding organization, purpose, and long-term strategy into a coordinated whole. Our ability to serve our capital providers, our people, our customers, and our community is driven by our continued financial success.

Book and Market Returns

This chart demonstrates how we've succeeded in combining purpose, governance and strategy to benefit all stakeholders since 1968, the year Old Republic became an insurance holding company. We favor 10-year trends, as these likely encompass at least one economic and/or insurance underwriting cycle.

Period	Old Republic		Selected Benchmarks	
	ORI Book Value Annual Compound Total Return	ORI Market Value Annual Compound Total Return	S&P 500 Index Annual Compound Total Return	S&P P&C Insurance Index Annual Compound Total Return
Ten Years:				
1974 – 1983	19.4%	22.4%	10.6%	
1984 – 1993	14.3%	11.4%	14.9%	
1994 – 2003	13.4%	17.0%	11.1%	10.9%*
2004 – 2013	3.6%	3.6%	7.4%	5.9%
2014 – 2023	12.1%	12.6%	12.0%	13.5%
56 years 1968 – 2023	12.7%	11.8%	10.3%	9.9%**

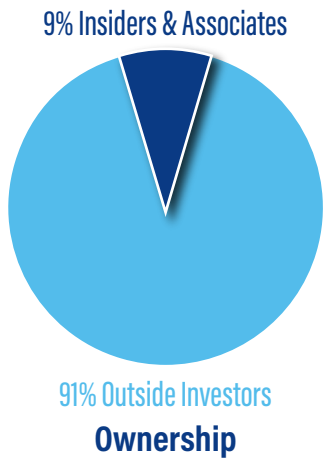
*This index was not available before 1990

**34 years



ORI Ownership as of Dec. 31, 2023

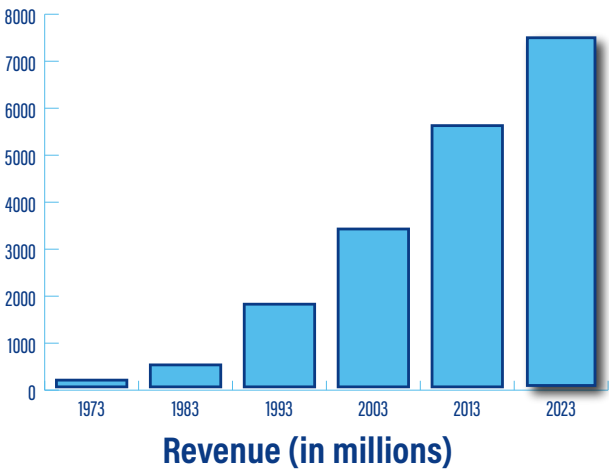
Although our Lodestar recognizes our people and our capital providers as separate stakeholders, they are in close alignment. Our associates and board of directors collectively constitute the third largest shareholder in Old Republic, principally through the ORI 401(k) Savings and Profit-Sharing Plan.



Dividends and Revenue

We recognize that we must grow over the long-term to serve our stakeholders in a sustainable manner. The graph below shows our success in growing revenue, while the following points highlight our history of paying dividends. Together, these track records are a testament to our ability to balance growth with capital discipline.

- ★ We have paid dividends for 83 years without interruption
- ★ We have increased our cash dividend for each of the past 43 years
- ★ We are one of just 111 companies to post at least 25 consecutive years of annual dividend growth, according to Mergent's Dividend Achievers



Financial Strength

Our emphasis on managing for the long run also is reflected in the financial strength ratings we have been awarded by A.M. Best, Standard & Poor's and Moody's. Each of these rating agencies has deemed Old Republic to be among the safest insurers for policyholders. Their ratings represent our ability to fulfill our claim paying obligations, which can stretch into decades beyond when policies are purchased.



Insuring North American Commerce

In all 50 states and Canada, our companies market, underwrite and provide risk management services for many coverages, predominantly in the general (property and casualty) and title insurance businesses.

Supporting Broad Parts of the North American Economy

Diversity of coverages, customers, and geographies helps ensure wide dispersion of risks. Our companies focus on selected major sectors of the North American economy that are not uniformly exposed to the same business cycles.

Old Republic operates in a decentralized manner that emphasizes specialization by type of insurance coverage, as well as industries and economic sectors served.

Supporting Businesses & Consumers

Old Republic General Insurance Group

Old Republic General Insurance Group is ORI's largest business segment. General Insurance specializes in three commercial and personal insurance markets:

- ★ Large corporations with complex risks, which need sophisticated alternative market solutions
- ★ Small and mid-sized companies with traditional risk transfer needs
- ★ Consumers with home and auto warranty products

During 2023, Old Republic's General Insurance business fulfilled our obligations to policyholders by paying out over \$2.4 billion in claims and adjustment expenses.

Old Republic is a leading insurer of trucking fleets in the U.S. and Canada. In 2023, Great West Casualty Company, our primary trucking operation, wrote \$1.6 billion in premiums fulfilling our mission to be the premier provider of insurance products and services for truckers. Old Republic is proud to serve the industry that moves our economy.

In 2023, Old Republic wrote \$1.4 billion of workers compensation premiums, ranking us as the 10th largest such insurer in the U.S. Workers compensation coverage provides wage replacement and medical benefits to employees injured on the job. It is required in most states because of the important societal role it plays in protecting both employees and employers.

Old Republic has decades of experience in this market. To covered employees, we provide income to help pay bills, medical coverage to take care of the cost of recovering, and programs that can help injured employees until they can get back to work. Associates servicing this business range from underwriters who assess and price risks to medical doctors and nurses who help injured workers from care through recovery.



Old Republic Title Insurance Group

Since 1907, the Old Republic Title Insurance Group has helped Americans achieve the goal of homeownership by handling real estate transactions and protecting property rights. Associates in the Title Group work alongside our title agents, as well as real estate professionals, lenders, developers, and industry experts involved in the real estate settlement process. As one of the largest title insurance groups in the United States, Old Republic insures one of our customers' biggest investments – their homes and properties.

With a national network of roughly 8,000 independent title agents, along with more than 270 branch and subsidiary offices, the Title Group offers a comprehensive suite of title insurance and specialty products and services to individuals, businesses, and government entities.

Our underwriting companies include Old Republic National Title Insurance Company, which has provided coverage for over 115 years, and American Guaranty Title Insurance Company, in business for more than 135 years.

Beyond the personal benefits of homeownership, the economic impacts of the work of the Title Group reach across a wide range of industries. In addition, handling commercial real estate transactions ultimately supports the creation of jobs in retail, offices, and manufacturing, which provide income for the public, affect consumer spending, employment rates and the economy.

Old Republic's Title Group helps shape the future by contributing to the development of the communities we serve.

Advancing into the Future: The Title Group's Technology-Powered Journey

In the ever-evolving landscape of technology, the Old Republic Title Insurance Group is building a future that is not only efficient but also transformative. Through our tech advancements, we are positioning our business for growth and a continued legacy of strength and stability.

Our journey begins with data. We are meticulously cataloging and organizing our data repositories so we have a robust foundation for future tech and artificial intelligence (AI) initiatives. By leveraging historical data, real-time information, and predictive analytics, we are poised to make data-driven decisions that drive business growth.

Automation is the heartbeat of efficiency now and in the future. Robotic Process Automation (RPA) is revolutionizing how we operate. Many repetitive tasks are now seamlessly handled by bots, freeing up our talented workforce to focus on more strategic endeavors. RPA helps ensure accuracy, efficiency, and consistency.

Data is the fuel for machine learning (ML), which allows us to unlock insights that were previously hidden. A ML task using Optical Character Recognition (OCR) works to eliminate manual data entry. Additionally, OCR algorithms are able to extract information with remarkable precision, not only saving time but also minimizing the chance of errors.

We are using chatbots internally that engage with our associates, answer queries, and provide personalized assistance, and we are testing generative AI to support ideation and creativity. State-of-the-art models embedded in licensed and approved tools allow us to explore usage that empowers us to think beyond the ordinary.

By analyzing our business processes, we will be able to integrate and leverage AI, RPA, ML, and other technologies for hyper automation of our end-to-end processes. From procurement to customer service, hyper automation will allow us to optimize workflows, reduce costs, and accelerate growth. It is the future we are building—one automated step at a time.

Our tech story is one of resilience, adaptability, and foresight. As we manage for the long run, we remain committed to pushing boundaries, embracing technology, and shaping a future where innovation knows no bounds.



Oversight and Risk Management

Insurance is the business of risk. To manage successfully for the long run, Old Republic focuses on achieving favorable underwriting results over cycles and on maintaining the financial strength needed to support our long-term obligations to policyholders and their beneficiaries.

Enterprise Risk Management (ERM) Framework

Old Republic believes that a flat, decentralized organizational structure and a culture of discipline and accountability best position it to manage risk. Old Republic's risk management function has been designed to keep the first level of responsibility for risk management as close to each insurance product as possible.

Our CEO is responsible for risk management across the Old Republic enterprise. In the same way, each executive responsible for a line of business is empowered to actively manage the risks associated with their product offerings. For each Old Republic line of business, the risk management function is supported by an interdisciplinary group of senior managers.

Separate ERM groups, made up of senior executives, provide specific support for various ERM functions and assist the CEO in risk oversight. These groups are responsible for risks faced by the holding Company, in particular. They also help ensure that the ERM practices used across the various business lines meet required standards.

The ORI Board of Directors plays a critical role in managing business risk.

The Executive Committee, along with the CEO and other executives, is responsible for overseeing and conducting regular reviews of the Company's system-wide enterprise risk management practices.

The Audit Committee is responsible for monitoring the effectiveness of ORI's systems of internal controls, the integrity of the consolidated financial statements and compliance with legal and regulatory requirements. The Audit Committee also oversees our Internal Audit team and the Company's data protection and cyber-security risk exposure.

The Compensation Committee is responsible for oversight of policies and strategies pertaining to human capital management, including initiatives and programs related to diversity, equity, and inclusion.

The Governance and Nominating Committee is responsible for the Company's Corporate Governance Guidelines, as well as policies and strategies on environmental, social and governance (ESG) matters, including the Company's impact on the environment and the risks associated with climate change.

Operating at every level of management within the enterprise, Old Republic's ERM function enables it to manage all major aspects of our businesses through integrated and focused planning.



Key Risks

We have identified the following key risks to our business and stakeholders. These risks reflect both the nature of the insurance business and our focus on sustaining our business for the long run. However, these are not the only risks that we and our stakeholders face. The Sustainability Accounting Standards Board (SASB) has determined that environmental risks are generally not financially material for financial services firms. However, environmental issues are important and we describe some of our environmental initiatives later in this report.

Strategic Risk

Like all businesses, Old Republic must respond to the business cycle and customer product preferences. Poor business decisions or the failure to adequately allocate resources and capital may impede our ability to compete in the market. In addition, we must continue to invest in technology to stay relevant for customers and to compete effectively.

Insurance Underwriting Risk

There are a variety of underwriting risks, such as underpricing premium, posting insufficient reserves and over-concentrating on certain risks. These all can lead to losses. Old Republic relies on disciplined and specialized underwriting for its products with underwriting standards that are subject to continual review.

Credit Risk

Old Republic is exposed to its counterparties. When those counterparties are unable to satisfy their obligations to us, our business may suffer. This can occur in the investment context, where an issuer of a fixed income investment we hold may be unable to meet its repayment obligations to us. Similarly, we rely on our reinsurance partners to satisfy their contractual obligations to us. If they cannot, we will be exposed to risk for which we are not compensated. We also are exposed to the credit risk of our customers, especially in connection with our risk sharing services, where our customers indemnify us for policy claims. To mitigate this risk, we must carefully consider and continually review the counterparties with which we do business.

Liquidity Risk

We have made commitments to our policyholders and to our bondholders. In addition, we have a long history of paying dividends on our common stock. To meet these commitments, we must carefully manage our liquidity.

Market Risk

Our invested capital provides the foundation for our underwriting activity. When market fluctuations cause a decrease in value of our invested capital, our ability to write business and meet policyholder claims may be impaired. To limit this risk, we are disciplined in our investment strategies.

Operational and Cyber Risk

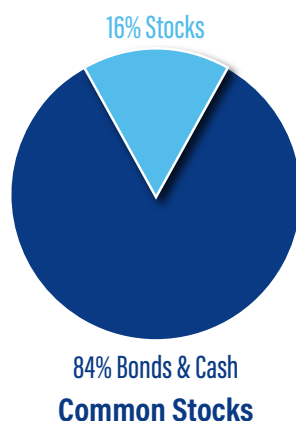
Our business is complicated and requires detailed financial, accounting, and underwriting records. The systems that manage this information are critical to our business. In keeping with our operating philosophy, we allow many of our business lines to develop or invest in the systems they believe to be most suitable for their businesses. Our business would suffer were these systems to be impaired, whether through intrusion or malfunction. We, therefore, invest heavily in technical infrastructure and cybersecurity.



Investment Policies that Emphasize the Long Run

Valued at \$16.1 billion as of December 31, 2023, our investment portfolio backs up our commitment to policyholders and our shareholders' equity.

Our investment strategy is focused on the long-run, consistent with our Enterprise Risk Management framework overseen by our CEO and Board of Directors. We are primarily buy-and-hold investors and we emphasize quality, transparency and liquidity with a focus on safe and sustainable income from interest and dividends. We do not invest in derivatives, hedge funds, venture capital, private equity or other investment vehicles that are complex, difficult to value, lack transparency or are illiquid.



Fixed Income (Bonds and Notes)

Within our fixed income portfolio, we invest in issuers with investment-grade ratings characterized by low default risk. Our bond portfolio is highly diversified to spread risk across sectors and issuers; the largest issuer represents 0.7% of our invested assets.

Our aggregate exposure to corporate issuers was \$9.5 billion at December 31, 2023, with the remainder invested in various government and municipal bonds or mortgage-backed securities backed by government-sponsored agencies. The table below shows our corporate bond exposure by industry.

Fixed Income Exposure by Industry as of December 31, 2023

	Market Value (\$ Millions)	Percent of Fixed Income Portfolio
Public Utilities	1,772	15%
Bank/Finance/Insurance	1,451	12%
Capital Goods	1,171	10%
Consumer Non Durable	974	8%
Health Care	600	5%
Basic Industry	576	5%
Technology	560	5%
Retail	517	4%
Natural Gas Pipelines	466	4%
Consumer Durable	432	4%

Equities (Common Stocks)

Our stock portfolio is focused on larger capitalization stocks with established dividend track records. As of December 31, 2023, we owned approximately 60 stocks, the largest of which represented 0.6% of our total invested assets. These stocks were allocated among the sectors in the table below.

Equity Exposure by Industry as of December 31, 2023

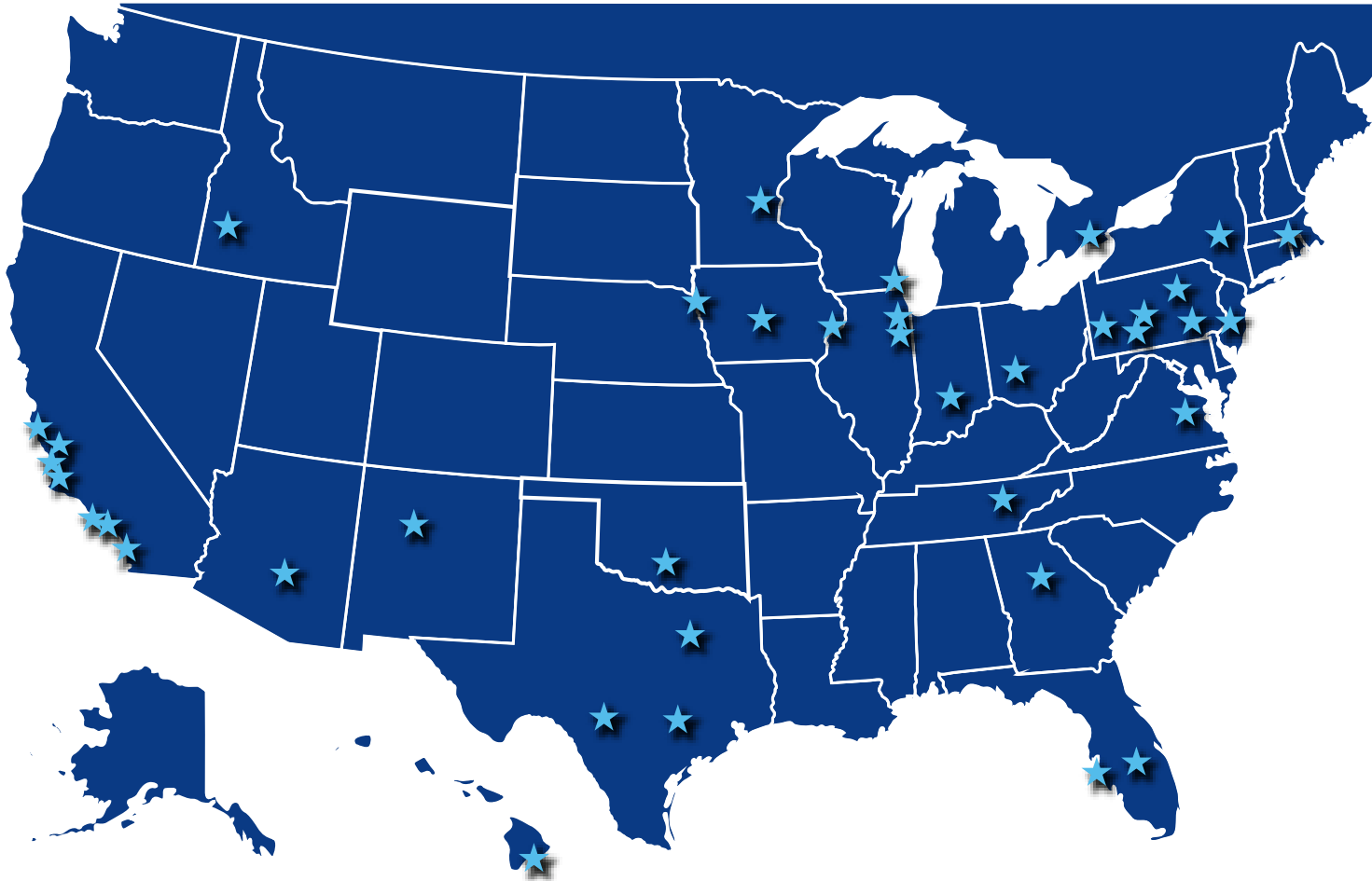
	Market Value (\$ Millions)	Percent of Equity Portfolio
Capital Goods	543	20%
Public Utilities	412	16%
Consumer Non Durable	391	15%
Energy	269	10%
Technology	269	10%
Health Care	255	10%
Bank/Finance/Insurance	164	6%
Basic Industry	152	6%
Consumer Durable	70	3%
Transportation	57	2%



Human Capital

In 95 General Insurance offices and 285 Title Insurance offices throughout the United States and Canada, our different businesses share core values, brand identity, human resource practices, policies, and benefits programs for our associates. We are proud of the role our associates play in their communities.

Locations Where Old Republic Employs 50 or More Associates





Managing Our Human Capital by Investing in Our People

Our people are our most valuable asset. Effectively managing our human capital starts with the recruitment and retention of top talent.

We look for intelligent, hard-working, engaged individuals who share our values and our focus on long-term success.

Our associate engagement and retention strategies are built on a strong foundation—a positive, people-centric Company culture. Old Republic invests in its human capital through thoughtfully developed employee programs and opportunities, such as: comprehensive benefits, retirement plans, learning and development, support for individuals' well-being, and an inclusive workplace environment.

Comprehensive Benefits

Old Republic offers comprehensive employee benefits that promote work-life balance and overall well-being, including:

- ★ Competitive compensation package and annual performance reviews
- ★ Comprehensive medical, dental and vision plans
- ★ 401(k) Savings and Profit-Sharing Plan with annual discretionary contributions and matching contributions

- ★ Shareholder Stock Purchase and Reinvestment Plan
- ★ Basic Life and Accidental Death and Dismemberment Insurance premium paid by the Company
- ★ Voluntary Supplemental Life Insurance
- ★ Paid Leave of Absence benefits
- ★ Long-term disability benefits
- ★ Time off with pay benefits
- ★ Paid Company holidays
- ★ Flexible Spending Accounts
- ★ Flexible Work Arrangements
- ★ Merchant discount programs
- ★ Health Savings Account
- ★ Voluntary Accident Insurance
- ★ Voluntary Critical Illness Insurance
- ★ Pet Insurance
- ★ Employee Assistance Program
- ★ 529 Education Plan

- ★ Educational Assistance Programs
- ★ Travel Assistance Program to deal with medical emergencies while traveling
- ★ Funeral planning, will prep, and concierge services
- ★ Fitness, Wellness, and Nutrition Program
- ★ Financial Wellness Opportunities
- ★ Mental Wellness Benefit
- ★ Mental Wellness Resource Guide
- ★ Voluntary Hospital Indemnity Insurance

Retirement benefits are increasingly important to the recruitment and retention of top talent in today's workforce. Old Republic offers its eligible associates a retirement plan on their first day of employment. Our Company requires no waiting period for eligible associates to enroll.

The Company's 401(k) Savings and Profit-Sharing Plan is designed to support associates in preparing for their financial future and making the most of their retirement savings. The plan also allows our associates the opportunity to share in the Company's success through stock ownership and be rewarded for their loyalty and contributions.



Learning and Development

Committed to lifelong learning, we support our associates throughout their career journeys with ongoing training and advancement opportunities that vary by business. Some examples include:

Online Learning

Our businesses offer access to various online learning platforms that provide training and on-the-job support tools to enhance business and technical skills. These platforms have a vast library of content assisting associates as they work on their professional development goals.

Old Republic Risk Management and Old Republic's Title Group also use LinkedIn Learning to provide employees with tailored collections of courses on topics such as professional development, change management, and communications. Additionally, Old Republic's Title Group has utilized LinkedIn Learning to curate learning paths for new associates and hiring managers to access during onboarding and new manager training.

Insurance Certifications and Fundamentals

Associates have the opportunity to obtain insurance certifications and credentials offered by insurance industry-related educational organizations including, but not limited to, The Institutes, Kaplan, International Risk Management Institution (IRMI), and Certified Insurance Counselors (CIC).

Several of our businesses also offer insurance fundamentals courses. For example, Old Republic Risk Management offers training to help associates understand workers' compensation, auto, and general liability insurance. Old Republic Home Protection offers courses that help associates better understand home warranty plans and various warranty components such as plumbing, electrical, pool/spa, and HVAC.

Claims and Underwriting Training

Old Republic companies employ continued claims and underwriting training for associates through internal resources and external industry association resources. For example, Old Republic Aerospace offers courses on negotiation and sales training, as well as internally developed and managed Underwriting University courses. BITCO offers new associates a six-month claims and underwriting trainee program at its home office that includes functional, business, and soft-skill training activities, followed by a graduation ceremony for participants. Old Republic Surety Company's underwriting training class had 19 associate underwriters graduate in 2023.

Management Training

Many of our businesses offer management training programs for our recently hired or newly promoted managers who are responsible for supervising and leading associates. For example, ORI in Chicago provides manager training that covers fundamentals in creating high-performing teams, skillful delegation, and effective conversations. All new managers and supervisors at BITCO participate in a four-part series that explores Company culture, best practices, trending topics, and policies. Old Republic Home Protection's Rising Star Program offers a path for employees who aspire to develop their professional leadership skills while also building a strong understanding of Old Republic Home Protection. Furthermore, Old Republic Surety Company requires all current and new managers to participate in six-month development series.

Over the course of 2023, PMA established a renewed leadership framework and corresponding programming that is reflective of the five leadership capabilities which encompass their primary expectations. Old Republic Risk Management provides coaching workshops for leaders through the Coaching Effect Academy, and Great West Casualty offers a training program for members of their Emerging Leaders Program, which is an in-house individualized coaching program. Furthermore, the Title Group launched Leadership Essentials in August 2023 using in-house training material that focused on building manager competency and providing strategies for how to best lead their teams.



New-Hire and Mentorship Programs

Providing our associates with a seamless and inclusive onboarding experience is a key priority. Old Republic Home Protection's Corporate Training Program is designed to help familiarize new employees with their organizational structure, involvement in the Home Warranty Industry, and key software. After 90 days of employment, BITCO brings new hires into their home office for a two-day program where they learn about company culture, attend on-the-job training, and connect with senior leadership. Additionally, Old Republic Risk Management has designed a new-hire orientation that covers their history, culture, products, and essential department functions. PMA's SMART Start new-hire orientation provides information, resources, and contacts to successfully jump-start a new hire's career.

By partnering an established, experienced associate with a new hire, our businesses can help acclimate new associates to the Company with the added benefit of one-on-one mentorship. For example, BITCO Insurance Companies has a six-month training workshop and mentorship program.

Sales Training

Our businesses conduct sales training to sharpen the skills of their sales professionals and give them a competitive edge when promoting specific products and services. Each business tailors sales training programs to meet the unique needs of their sales force. For example, Old Republic Home Protection offers a customer service training module that prepares employees on how to deliver their vision.

Led by Great West Casualty Company leaders, Great West University is a new educational platform tailored for agency partners and aims to deepen their understanding of Great West, the trucking industry, and related services.

Interactive Learning Sessions

At Old Republic Insurance Automotive Services and Old Republic Risk Management, quarterly lunch and learn sessions are conducted by executive management and other subject matter experts. Associates learn about trends, performance, strategies, policies, industry news and more. Great West hosts company-wide quarterly workshops to help support understanding and action of the Great West mission statement. Additionally, the Title Group created, developed, and facilitated focus groups designed to help associates gather insight about additional training, resources, and HR support.

Educational Assistance Programs

BITCO and Old Republic's Title Group offer tuition reimbursement and educational assistance to encourage continued personal and professional development. This benefit provides reimbursement for tuition, books, and certain fees for courses, professional designations, and degree programs at accredited schools. We also support the development of our associates by making educational assistance available for certain optional certification programs, which includes study time, exam materials and payment of exam fees.

Internships and Apprenticeships

Old Republic Risk Management has expanded their internship program to include areas such as Finance/Accounting and Information Services which has helped them recruit top talent across the insurance industry. BITCO offers internships in the areas of Claims, Underwriting, Accounting, IT, and Human Resources. In addition to on-the-job training, BITCO creates opportunities for their interns to participate in company-wide events and community service projects.

Old Republic also uses a 12-month Claims Apprentice Program to assist recent graduates or newer professionals in developing their skills and knowledge. Upon completion participants are able to assume and resolve a caseload of claims of increasing complexity.



Well-being

Our Company understands the importance and value of the health plans and wellness resources we provide our associates as part of their benefits. Every individual's well-being is multi-faceted. So is our approach to supporting and meeting those needs.

Journey Live

Journey Live provides on-demand resources and engages with associates to keep mental health top of mind and to provide confidential support before a problematic situation escalates. This proactive mental wellness program is available to all associates and their family members at no cost.

Employee Assistance Program

We offer an Employee Assistance Program (EAP) to further support our associates and their families with counseling and related resources. Trained counselors and clinicians are available through the EAP 24/7/365 to provide confidential help for any work, health, or life concerns, including: stress, grief, crisis situations, workplace challenges, addictions, child and elder care resources, legal advice, financial resources, nutrition and more.

Telehealth Services

Our telehealth program through Doctor on Demand® allows participants to see a doctor one-on-one via video chat for medical or mental health care needs. This way, they can save time and money, and avoid crowded waiting rooms at doctor's offices and urgent care centers. It is a valuable benefit to our associates and their families.

Flexible Work Arrangements

Digital transformation continues as a priority in the post-pandemic business landscape, and therefore Old Republic has created guidelines outlining the option for associates who meet certain qualifications to work remotely. This benefit provides opportunities for additional learning and development. It also enhances our customer experience and helps future proof our business for the long term.

Fitness, Health, and Wellness Benefit

Old Republic proudly promotes healthy, positive living by offering associates a fitness and wellness benefit. The program allows them and their eligible dependents to save with discounts on memberships at participating gyms/fitness studios, as well as access virtual fitness classes, meet with a Registered Dietitian for nutritional coaching sessions, and more.

Financial Wellness Workshops

We understand that money matters can be one of the top stressors in life, so we support our associates and their families by offering financial wellness workshops packed with educational, financial planning information geared toward every stage of life. The virtual presentations are hosted by financial planning professionals and are made available to our associates at no cost.



Wellness in our Operations

At the local level, our businesses throughout the country promote the wellness of their associates with a variety of additional initiatives that vary by office. Some examples include:

- ★ Blood drives with free cholesterol screenings
- ★ Employee game areas in break rooms
- ★ Flu shots
- ★ Health fairs
- ★ Healthy snacks in vending/breakrooms
- ★ On-site ergonomic evaluations and support materials
- ★ On-site fitness centers and fitness club subsidy programs
- ★ On-site massages
- ★ Online CPR course reimbursement
- ★ Walk-a-thons
- ★ Walking/stretching/yoga/workout groups
- ★ Water coolers
- ★ Wellness newsletters



Our Associates

Old Republic values a diverse and inclusive workforce. Our associates come from a broad range of educational backgrounds, offer a variety of unique social and political perspectives, and together form a dynamic community that welcomes people of every race, gender, and origin.

As an equal opportunity employer, Old Republic prohibits discrimination, harassment, and retaliation across our enterprise with regard to race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender, gender identification or gender expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability or other protected classifications.

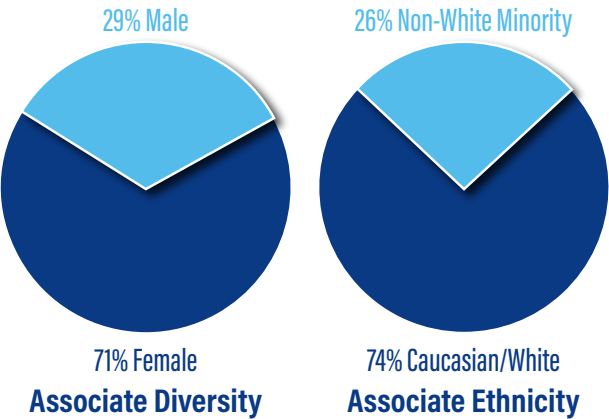
That policy, along with Code of Business Conduct and Ethics, and Equal Employment Opportunity & Diversity policies, are distributed to and acknowledged by each of our associates.

As part of our enterprise-wide compliance training program, our associates learn about procedures and strategies designed to help prevent these behaviors in the workplace through a variety of courses on ethics and preventing workplace harassment. Our corporate goal is to continually improve our efforts in making our workplaces respectful, safe, and productive environments for our associates and customers.

Associate Diversity

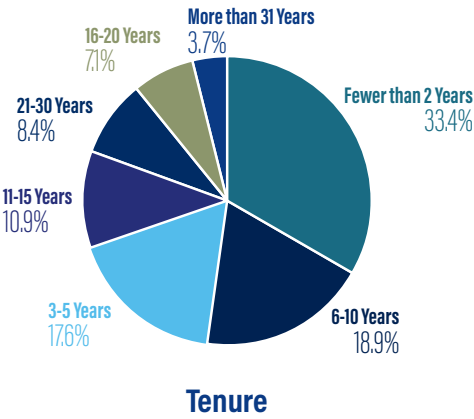
EEO Report Link

More than two thirds of Old Republic's associates are women.



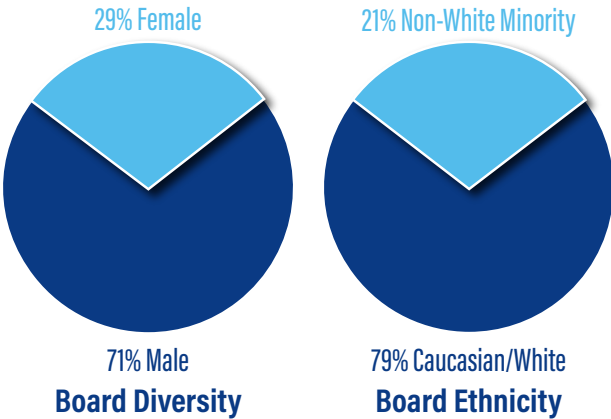
Associate Tenure

As of February 2, 2024



Board Diversification

Old Republic International Corporation's 14-member Board of Directors current composition is four female directors, two African Americans and one Japanese American.





Ethics, Compliance, and Business Conduct

Ethics Whistleblower “Hotline”

Old Republic seeks to conduct business in accordance with the highest standards of business ethics. To maintain our high standards, we encourage employees to bring perceived ethics violations to management’s attention by means of an online ethics whistleblower link. Reports may be made anonymously 24/7/365 through our convenient, online “hotline.” Once submitted, reports go directly to the Board of Directors and are immediately investigated.

Code of Business Conduct and Ethics

We uphold our commitment to promoting ethical business practices and compliance in our Company through an established Code of Business Conduct and Ethics Policy. Its primary objective is to guide associates in addressing certain basic principles, including: complying with laws, conflicts of interest, corporate opportunity, confidentiality, fair dealing, proper use of Company assets, accounting complaints, and reporting illegal or unethical behavior.

Compliance Training

Ongoing compliance training courses are completed by associates throughout the Old Republic enterprise, so they are able to meet the evolving needs of customers and stay informed about issues that have great impact on our business. With a nearly 100% completion rate that is monitored by the Company, compliance training advances our associates’ understanding of important topics.



Political Activities

Old Republic is an insurance business vested with the public interest. As stated in our Lodestar and mission, our associates are committed to doing what is right and what is within the law, while acting with integrity.

Old Republic does not engage in direct efforts to lobby state or federal lawmakers. Although Old Republic is a member of certain trade industry associations that may take a position on existing or pending legislation, such lobbying efforts are not the primary reason for Old Republic's membership in any of those organizations.

As a business corporation exclusively dedicated to serve the needs of diverse stakeholder groups, Old Republic is out of necessity an apolitical organization. As such, we do not and should not speak for any of our stakeholders.

However, we are without question fully supportive of the right of all our stakeholders, including our associates, to assemble peacefully, to speak freely, and to exercise the powerful force of their voting rights to effect necessary change in a democratic way.



Industry Participation

Our associates take steps to contribute to the advancement of their industries by voluntarily coming together with other industry professionals to serve in leadership roles at trade associations. Together, they work toward solving common problems and accomplishing goals that serve the good of their industry. The following are just a few of the many trade associations and leadership organizations where our associates, managers and executives serve:

- ★ Alliance of Women in Workers' Compensation
- ★ American Society of Safety Professionals
- ★ Association of Claims Professionals
- ★ Association of Corporate Counsel, South Florida Chapter
- ★ Bay Area Real Estate Council
- ★ Canadian Life and Health Association
- ★ Captive Insurance Companies Association
- ★ Central Florida PREP chapter (PRIA)
- ★ Chicago Area Business Aviation Association
- ★ Claims & Litigation Management Alliance
- ★ Coeur d'Alene Association of REALTORS®
- ★ Commercial Real Estate Women (CREW), multiple chapters across the U.S.
- ★ Commercial Vehicle Safety Alliance
- ★ Construction Financial Management Association (CFMA)
- ★ Chartered Property Casualty Underwriter (CPCU) Society
- ★ Emerald Coast Real Estate Council in Florida
- ★ Facility Association
- ★ Future Forestry Corporation
- ★ Georgia REALTORS® Political Action Committee
- ★ Gulf Coast Builder's Exchange in Florida
- ★ Insurance Accounting and Software Association (IASA)
- ★ Insurance Bureau of Canada
- ★ Insurance Information Institute
- ★ Insurance Society of Philadelphia
- ★ International Risk Management Institute (IRMI)
- ★ Iowa Limestone Producers Association
- ★ Jacksonville Area Real Estate Council
- ★ Kansas Motor Carrier Association
- ★ Knoxville Association of REALTORS®
- ★ Land Title Associations, multiple states across the U.S.
- ★ Laguna Beach Board of REALTORS®/Affiliates
- ★ Maryland Trucking Association
- ★ Medina County Board of REALTORS®
- ★ Minnesota Trucking Association Safety Council
- ★ Mississippi Workers Compensation Assigned Risk Pool Advisory Board
- ★ Missouri Trucking Association Safety Council
- ★ National Agricultural Aviation Association
- ★ National Association of Hispanic Real Estate Professionals
- ★ National Association of Independent Sureties (NAIS)
- ★ National Association of REALTORS®
- ★ National Association of Surety Bond Producers (NASBP)
- ★ National Forestry Resources Association
- ★ National Home Service Contract Association
- ★ National Utility Contractors Association (NUCA)
- ★ Newnan Coweta Board Of REALTORS®
- ★ North Carolina Trucking Association Safety Council
- ★ North Dade And Beaches Real Estate Council
- ★ Oklahoma Guarantee Fund Association
- ★ Palos Verdes Board of REALTORS®
- ★ Pennsylvania Trucking Association
- ★ Professional Liability Underwriting Society (PLUS)
- ★ Public Risk Management Association (PRIMA)
- ★ Puget Sound Relocation Council Board
- ★ Quad Cities Insurance Association
- ★ Real Property, Probate and Trust Law Section, multiple State Bar Associations
- ★ REALTORS® for a Cause
- ★ The Risk Management Society
- ★ Self-Insurance Institute of America
- ★ Southwest Riverside County Association of REALTORS®
- ★ Southwest Riverside County Young Professionals Network
- ★ Spokane Association of REALTORS®
- ★ Surety & Fidelity Association of America (SFAA)
- ★ TEAM Safe Trucking
- ★ The Council of Insurance Agents & Brokers
- ★ The Independent Brokers of Spokane
- ★ Travel Health Insurance Association of Canada
- ★ Wholesale & Specialty Insurance Association (WSIA)
- ★ Women's Council of REALTORS®, multiple local chapters
- ★ University Risk Management & Insurance Association
- ★ Utah Trucking Association
- ★ Vermont Captive Insurance Association (VCIA)



Community Involvement and Engagement

Employee Engagement

Providing our associates with personalized engagement opportunities that help them stay connected is another example of how Old Republic is managing for the long run. We believe this strengthens our collective work ethic, increases morale, and gives our associates a deeper sense of purpose in the workplace and their communities.

Our businesses promote engagement and teamwork throughout the year by hosting Company-sponsored team-building events, luncheons, group outings, charitable events, and seasonal festivities. Additionally, we support an engaged and inclusive culture by celebrating employee appreciation days, observing work anniversaries, and recognizing individual associate achievements. As a Company, we strive to continually improve as a workplace and assess organizational goals for the future and therefore, some of our operations also utilize the services of various external vendors to conduct employee engagement surveys.

Caring for Our Fellow Citizens and Communities

As part of our ongoing commitment to corporate social responsibility, Old Republic has a long-standing tradition of giving. One of the many ways the Company gives back to our community is through monetary donations to a variety of nonprofits.

Old Republic and its subsidiaries have donated almost \$7m over the last six years to both national and local nonprofit organizations. These organizations are primarily focused on health services, disaster preparedness and relief, and local causes such as community centers, recreation areas, etc.

Overview of Our Charitable Involvement

In addition to monetary donations, we empower our businesses to make a positive impact and give back throughout their local communities. Whether it is giving to food banks, volunteering at walks, or aiding in community development, by encouraging our associates to give back to local charities of their choice, Old Republic is able to support their philanthropic efforts in the communities where they live.

Many of our associates generously give back to various nonprofit organizations throughout their communities. While this list is not all encompassing, we are proud to share that our associates have chosen to volunteer at nonprofit organizations that support youth development, housing assistance, animal protection, cultural preservation, and natural resources conservation.



Customer Privacy and Data Security

Old Republic relies on electronic means to conduct business and it is entrenched within our Company to stay competitive and offer our customers the best possible insurance products. With a digital focus on the data that is needed to issue products, our Company has a great responsibility to focus on helping ensure that information is collected lawfully, and that confidentiality, integrity and availability is maintained.

- ★ We recognize that sophisticated privacy and data security controls are essential in order to maintain the trust placed in us by our various stakeholders. Old Republic continuously monitors and develops its information technology networks and infrastructure.
- ★ We have established and actively maintain physical, technical and administrative safeguards to prevent, detect, address and mitigate the risk of threats to data and systems, including malware and computer virus attacks, ransomware, unauthorized access, misuse, denial-of-service attacks, system failures and disruptions.
- ★ We regularly evaluate and enhance our security systems and procedures and maintain strategic coordination across our enterprise.

Proactive Initiatives

Old Republic's information security program continually adapts to the changing landscape of security threats. Recent initiatives include:

- ★ Enhancing our IT risk assessment process and tools increasing our ability to identify and mitigate IT risks; and
- ★ Implementing industry leading endpoint protection tools to monitor, respond, block and recover from a security event; and
- ★ Implementing a cyber threat and vulnerability intelligence program that allows the identification and ability to offensively protect systems and data from current threats.

Oversight

Information technology and security awareness is an enterprise-wide endeavor that is constantly evolving. Our leadership promotes training for our employees and board of directors so we can collectively stay current in this ever-changing landscape.

Regular reports are made to the Company's Audit Committee and Board of Directors concerning cybersecurity and other technology risks. This governance oversight supports the Company's ability to maintain a strategic focus in addressing these issues.



Environmental Issues

As a multi-line insurance Company, our interaction with environmental issues is often indirect.
We serve a variety of key sectors that drive the North American economy.

Within our General Insurance segment, we primarily provide casualty coverages that insure our clients against litigation and that protect employees who are injured on the job. We write a minimal amount of business that is directly exposed to climate change risk. In the insurance industry, such risk is often assumed in insuring properties that are exposed to hurricanes, floods, wildfires, or events that can be impacted by climate change.

Our underwriting process carefully considers a number of variables, usually on an account-by-account basis. These considerations include our assessment of the quality of the business and the ability to mitigate risk, which we consider on both a historical and prospective basis.

We also provide loss control services to our customers to help them better manage risk, not only for our mutual benefit but ultimately for the benefit of society. To the extent a customer or potential customer is not managing their risks to our standards, environmental or otherwise, we may choose not to provide coverage or to charge a price that incentivizes reducing risk.

Renewable “Green” Energy Projects

Title Insurance Supports Advancement of Renewable Energy Projects and Properties

Within our Title Insurance segment, we ensure that property owners and lenders engaging in real estate transactions have clear title to properties. In 2023, 22 percent of our title insurance premiums were derived from commercial real estate transactions. Within this business, we have particular expertise in supporting complex transaction structures for alternative and sustainable energy projects. With alternative energy initiatives more prevalent than ever before, offering title insurance underwriting and settlement services tailored to the energy sector has never been more important. Without the efforts of the title company, large energy projects would hardly be a reality.

Old Republic Title's National Energy Division, part of National Commercial Services, is a significant industry player when it comes to insuring title for energy projects. These include utility-scale wind and solar farms, refineries, natural gas power plants, battery storage facilities and other energy ventures. Having built a team of long-tenured specialists with concentrated expertise in serving this growing sector, our National Energy Division is recognized for quality and reliability. The division has successfully handled a multitude of energy-focused transactions spanning approximately 40 states and amounting to billions of dollars of underwritten title insurance.

What's Involved?

Lenders and investors rely on the services of our National Energy Division to inform their decisions on funding large-scale energy projects. The expertise to successfully examine real estate title, underwrite the unique risks to energy projects, handle intricate legal documentation, close on the financing and issue title insurance for complex energy programs stems from the long-term commitment of our Company and our specialists.



The geographic footprint of an energy project's facilities also makes these transactions complex. For example, utility-scale solar and wind farms often involve thousands of acres, sometimes in multiple counties. Developing the infrastructure to support these massive facilities can involve numerous property owners, governing entities, and regulatory authorities. Researching multiple chains of title, resolving complex title and mineral issues, and complying with zoning laws, land-use requirements and environmental regulations can take months or even years before a transaction is ready to close.

Recent Energy Transaction & Impact

Our National Energy Division recently closed a transaction involving a 144-megawatt solar project occupying approximately 1,000 acres of agricultural land in Ohio. The developer selected Old Republic to handle similar energy projects in the past. Made up of thousands of interconnected solar modules installed on the property, the complex will generate electricity by harnessing energy from the sun. This has the capability to power thousands of homes, businesses, and industries in the vicinity.

Beyond power production and environmental sustainability, a solar farm like that one can bring many benefits to the local community. It generates revenue for participating landowners, preserves the land it occupies for future generations, and can potentially create jobs and boost tax revenue to fund schools, emergency services and other county programs. When the solar farm is eventually decommissioned, with careful land management protocols in place, the site can be returned to its original agricultural condition. Most often, wind farm properties can be used simultaneously for farming or ranching while the windmills or turbines are in service, so they offer an added land-use benefit.

From a business perspective, the potential long-term investment return for energy projects like this can be another benefit for stakeholders, such as utilities companies, investors, developers, site operators and lenders.

Our Commitment

Old Republic is proud to play an essential role in the advancement of sustainable energy initiatives. We realize the long-term impact extends far beyond the work we accomplish today. Each new project fuels innovation for improving the ways wind, solar, water and organic material are used to produce energy. We are committed to doing our part to responsibly power the future for the benefit of generations to come.



Environmental Responsibility

Beyond environmental considerations in our underwriting decisions, Old Republic recognizes our duty to be a good corporate citizen by conducting business in an environmentally responsible manner.

From eliminating the use of plastic water bottles in favor of water dispensers to choosing eco-friendly office products and LED lights, reducing single-use plastics, and participating in many recycling programs (paper, aluminum, cardboard, furniture, and electronics), our businesses continue to advance efforts to be green and protect our environment.

Other sustainability efforts across the Company include the digitization of records management, as well as moving to more paperless technology programs for customer order placement, payment processing, customer communications, transactions, and internal processes.

When it comes to the destruction of paper records, our operations securely discard of paper in shredder bins and then have it destroyed in accordance with federal, state and industry regulations using approved vendors (who dispose of the waste in an environmentally friendly manner).

Our commitment does not stop there. For example, many of our businesses have implemented an Information Technology Asset Disposition Program to ensure that retired electronics are disposed of securely and in a manner that is not harmful to the environment.

Within our decentralized business model, “green” efforts tend to be organized and led by the respective businesses themselves. Several of our businesses have established in-house Green Teams for that purpose. These committees focus on selecting and promoting green projects that will benefit the greatest number of people, both in the Company and in their local communities.



Our Commitment to the Future

At Old Republic, our commitment to sustainability is foundational to who we are as an organization that is managed for the long run. This focus on sustainable practices inherently aligns with our mission and our Lodestar.

It is our hope that this report provides important context about our efforts not only to create a lasting legacy but to shape the future. We are excited to continue advancing our sustainable practices in an effort to be the best possible stewards of the resources we manage today and preserve for tomorrow.



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