



100
YEARS
OF EXCELLENCE

Old Republic International Corporation

Sustainability Report | March 2023



Sustainability 2023	3
Old Republic Celebrates 100 Years of Excellence	3
The Culture of Old Republic	4
Creating Long-Term Value for All Stakeholders	7
Insuring North American Commerce	9
Oversight and Risk Management	11
Investment Policies that Emphasize the Long Run	13
Human Capital	14
Community Involvement and Engagement	24
Customer Privacy and Data Security	26
Environmental Issues	27
Our Commitment to the Future	29
Contact	30



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.

Old Republic Celebrates 100 Years of Excellence

Old Republic is pleased to commemorate its 100-year anniversary in 2023. Under the banner of “100 Years of Excellence,” this year-long celebration provides an opportunity for us to engage with employees, customers and business partners to recognize our rich history and to mark the next chapter of serving specialty niches within the property & casualty and title insurance markets.

Old Republic’s longevity is a testament to our mantra “managing for the long run.” Over the last century, the Company has grown through both acquisitions and creating new insurance businesses. Key milestones included the 1978 acquisition of what would become Old Republic Title Insurance Group and, in 1985, the founding of Old Republic Risk Management and the acquisitions of Great West Casualty Company and BITCO. Over time, Old Republic has expanded into other niches such as home and auto warranty, professional liability, surety, Canadian specialty and aviation while pursuing acquisitions such as PMA. More recently the tradition of entering new specialty insurance markets has continued with the launches of Old Republic Specialty Insurance Underwriters, Old Republic Residual Markets, Old Republic Inland Marine and Old Republic Excess & Surplus.

Old Republic operates in a diversified manner that emphasizes specialization by type of insurance coverage, industry and economic sector. Though diversified, Old Republic maintains a common culture with foundational tenets of integrity, respect and accountability.

For 100 years, our associates have formed the bedrock of our commitment to excellence. Looking forward, Old Republic will continue to focus on serving the underwriting and risk management needs of our diverse customers. Core to this commitment will be continued investments in people and in technology, and an unrelenting focus on excellence.

In providing insurance coverage and services to businesses large and small throughout the United States and Canada, we help the economy operate and grow. We provide title and warranty coverages to homeowners, protecting what is the largest investment for most people. We help those hurt on the job return to health and productivity. Managing these risks protects our customers and their businesses, employees and communities.



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.

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 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

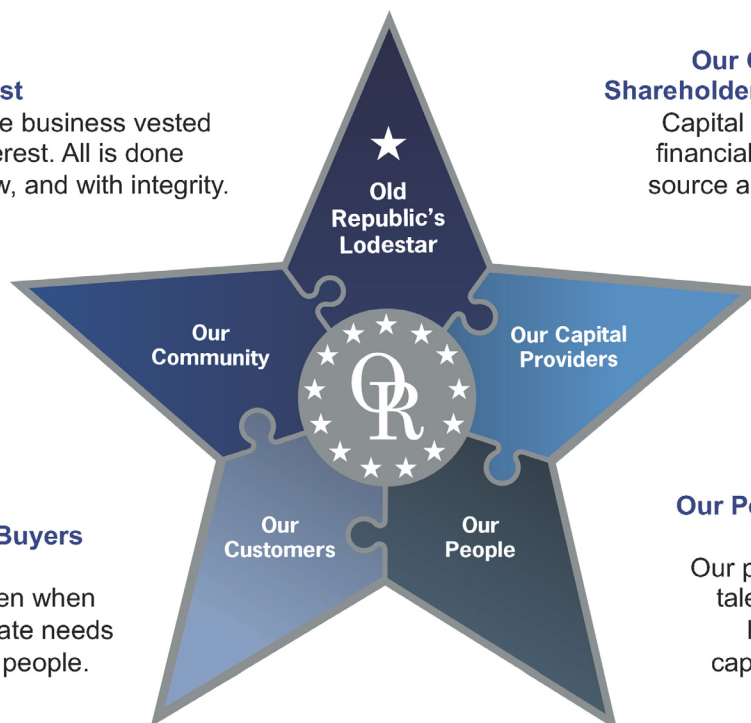
Good things happen when customers' legitimate needs are fulfilled by our people.

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



- » **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 reinvent the wheel or fix
something not broken
- » **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 bad 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



100
YEARS
OF EXCELLENCE

Old Republic International Corporation Key Operating Subsidiaries

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

O Listed in order of start-up or acquisition



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 over the 55 years since becoming a publicly traded insurance holding company in 1968. We favor 10-year trends, as these likely encompass one or two economic and/or insurance underwriting cycles.

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:				
1973 – 1982	17.7%	5.7%	6.7%	
1983 – 1992	14.5%	18.1%	16.2%	
1993 – 2002	13.1%	12.1%	9.3%	8.1%*
2003 – 2012	4.5%	1.7%	7.1%	4.5%
2013 – 2022	11.5%	16.0%	12.5%	16.0%
55 years 1968 – 2022	12.7%	12.4%	10.1%	9.6%**

*This index was not available before 1990

**33 years



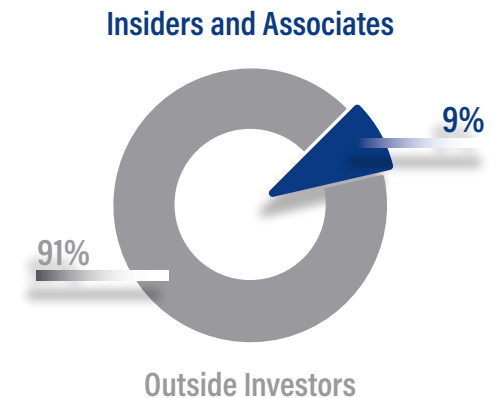
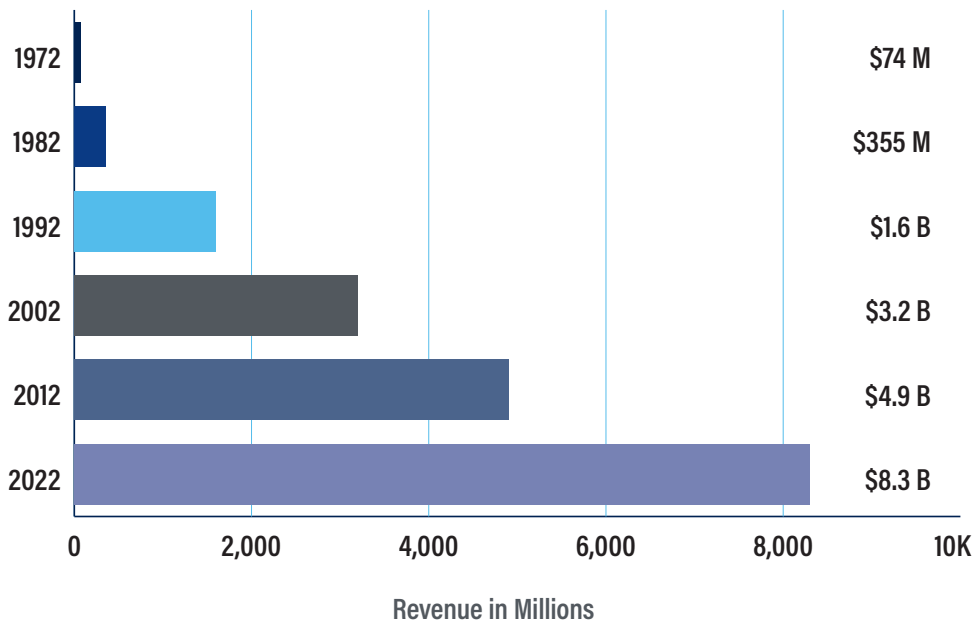
100
YEARS
OF EXCELLENCE

ORI Ownership as of December 31, 2022

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 on the right we 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 **82 years** without interruption
- » We have increased our cash dividend for each of the past **42 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.



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 2022, Old Republic's General Insurance business fulfilled our obligations to policyholders by paying out over \$2 billion in claims and adjustment expenses.

Old Republic is a leading insurer of trucking fleets in the U.S. and Canada. In 2022, Great West Casualty Company, our primary trucking operation, wrote \$1.4 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 2022, 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.



100
YEARS
OF EXCELLENCE

Old Republic Title Insurance Group

Since 1907, the Old Republic Title Insurance Group has helped Americans achieve the goal of homeownership by protecting their property rights. Associates in the Title Group work closely with title agents, real estate professionals, lenders and industry experts involved in the real estate settlement process.

As one of the largest title insurance groups in the United States, Old Republic serves the dream of homeownership. Our team supports neighborhoods and communities by protecting customers' largest investments—their homes and properties.

Through a national network of Company-owned offices, affiliates, authorized policy-issuing agents and approved attorneys, the Title Group serves residential and commercial real estate customers across the country, providing comprehensive title and escrow products and services for individuals, businesses and government.

Beyond the personal benefits of homeownership, the economic impacts reach across a wide range of industries. In addition, commercial real estate supports jobs in retail, offices and manufacturing, which provides a source of income for the public, and affects consumer spending and employment rates.



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 cybersecurity 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.

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.

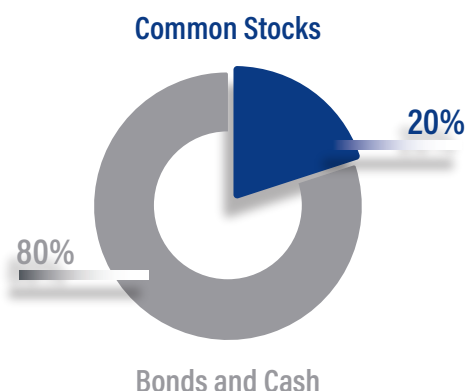
Operational and Cyber Risk

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.



Valued at \$15.9 billion as of December 31, 2022, 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 0.9% of our total investments. Our aggregate exposure to corporate issuers was \$9.4 billion at December 31, 2022, with the remainder invested in various government and municipal bonds or mortgage-backed securities backed by government-sponsored agencies.

Fixed Income Exposure by Industry as of December 31, 2022

	Market Value (\$ Millions)	Percent of Fixed Income Portfolio
Public Utilities	1,550	12%
Bank/Finance/Insurance	1,365	11%
Capital Goods	1,148	9%
Consumer Non Cyclical	844	7%
Technology	579	5%
Basic Industry	522	4%
Health Care	485	4%
Retail	438	3%
Natural Gas Pipelines	429	3%
Energy	399	3%

Equities (Common Stocks)

Our equity portfolio is focused on larger capitalization stocks with established dividend track records. As of December 31, 2022, we owned approximately 75 stocks, the largest of which represented 3% of our equity portfolio.

Equity Exposure by Industry as of December 31, 2022

	Market Value (\$ Millions)	Percent of Equity Portfolio
Capital Goods	580	18%
Public Utilities	549	17%
Consumer Non Cyclical	446	14%
Energy	343	11%
Health Care	326	10%
Technology	271	8%
Basic Industry	184	6%
Bank/Finance/Insurance	145	5%
Natural Gas Pipelines	83	3%
Telecommunication	83	3%



Located 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



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, a retirement plan, training and advancement, 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 Company match and profit-sharing 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
- » Tuition Reimbursement/Educational Assistance
- » 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

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. Unlike some employers, 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.



We are proud of the long tenure of our associates. Our retention record is a testament to Old Republic's reputation as an employer of choice. As of December 31, 2022, 29 percent of our associates have worked for the Company for more than 10 years. However, it is not uncommon to find long-tenured associates who have been working for Old Republic for 20, 30 or even 40-plus years!

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:

Biz Library

An enterprise-wide online learning portal that provides training and on-the-job support tools to enhance business and technical skills. Biz Library has a vast library of content encompassing both business and soft skills to assist associates with personal and professional development.

Claims Apprentice Program

We use a 12-month training program to assist recent graduates or professionals with only a few years of experience in developing their skills and knowledge, so they are able to assume and resolve a caseload of claims of increasing complexity by the conclusion of the program.

Continuing Education Courses

We make available continuing education coursework (some providing continuing education credits) through:

- » ABA (American Bar Association) Legal Malpractice Conference
- » ALFA International - Global network of law firms
- » AON Law Firm Symposium
- » Bailey Cavalieri Training Program - Directors & Officers/ Professional Liability
- » CGMA - Construction Financial Management Association
- » CompTia - IT Learning and Training
- » IASA Conference
- » LMRM - Legal Malpractice & Risk Management Conference
- » NAIS - National Association of Independent Sureties
- » NASBP - National Association of Surety Bond Producers
- » PLUS - Professional Liability Underwriting Society
- » Registered Professional Liability Underwriter academic curriculum
- » SFAA - Surety & Fidelity Association of America

Insurance Courses/Certifications

Our businesses support associates in obtaining insurance certifications and credentials. Businesses offer this training through: The Institutes, Kaplan, International Risk Management Institution (IRMI) and Certified Insurance Counselors (CIC), as well as through other insurance-industry-related educational institutions.

Insurance Fundamentals

Old Republic Risk Management offers training on insurance industry fundamentals so associates can learn insurance basics and introductions to workers' compensation, auto and general liability insurance.

Lunch and Learn 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.

Management Training

Many of our businesses offer management training programs to provide resources to recently hired or newly promoted managers who are responsible for supervising and leading associates, teams or departments. For example, Old Republic Risk Management provides coaching workshops for leaders through the Coaching Effect Academy and Great West Casualty offers Crucial Conversations, a training for members of their Emerging Leaders Program, which is an in-house individualized



coaching program. ORI in Chicago also provides new supervisor and manager e-learning training, "Making the Leap: Skills for New Supervisors and Managers," to assist in the transition for new leaders. The program covers fundamentals in creating high-performing teams, skillful delegation and effective conversations.

Mentoring Programs

By partnering an established, experienced associate with a new hire, our businesses are able to help acclimate a newly hired associate to the Company's culture, structure and operations, with the added benefit of one-on-one attention and on-the-job training. BITCO Insurance Companies has a six-month training workshop and mentorship program called I am H.E.R.E. (Helping Employees Reach Excellence).

SMART Start

This new-hire orientation at PMA Companies provides information, resources and contacts to successfully jump-start a new hire's career.

Sales Training

Our businesses conduct sales training to sharpen the skills of their sales professionals and give them a competitive edge in understanding and promoting specific products and services. Each business tailors sales training programs to meet the unique needs of their sales force.

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 Insurance Companies 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.

Educational Assistance Programs

Education lasts a lifetime. That is why many of our businesses offer associates 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

Many of our businesses sponsor internship programs.



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.

Wellness Everyday Initiative

The Company's "Wellness Everyday" initiative, for example, uses communications and activities in the workplace to support the physical, social, financial and emotional facets of our associates' well-being. It focuses on key areas, including: nutrition, exercise, stress management, mental and financial health issues. For example, the ORI Chicago employee intranet offers timely weekly wellness tips in addition to a calendar of workshops, webinars and various wellness resources.

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

Several years ago, Old Republic took early steps to include telehealth services as part of the Company's medical benefits plans for associates. 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.

Remote Work

While much of our workforce returned to the office since the COVID-19 pandemic, Old Republic empowers managers in our operations to remain flexible in adjusting office protocols and associate work arrangements, as necessary, to adhere to changing circumstances or guidelines issued by their local officials. Additionally, the Company published Remote Work Guidelines in 2022 to provide associates who meet certain qualifications with the option of working remotely, upon approval by the Company.

Based on these experiences, digital transformation continues as a priority in the post-pandemic business landscape. From an employee perspective, this provides opportunities for additional learning and development. It also enhances our customer experience and helps future-proof our business for the long-term.

Fitness 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:

- » Wellness newsletters
- » Walk-a-thons
- » Walking/stretching/yoga/workout groups
- » Healthy snacks in vending/breakrooms
- » Water coolers
- » Health fairs
- » On-site fitness centers
- » Flu shots
- » Blood drives with free cholesterol screenings
- » Weight loss programs
- » On-site massages
- » On-site ergonomic evaluations and support materials

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.

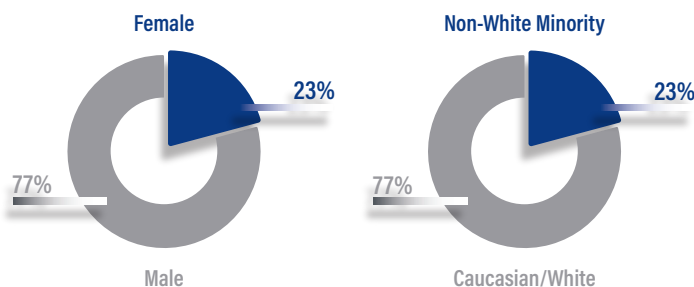
As an equal opportunity employer, Old Republic prohibits discrimination, harassment and retaliation across our enterprise with regard to race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender, gender identification or gender expression (including transgender status), 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.

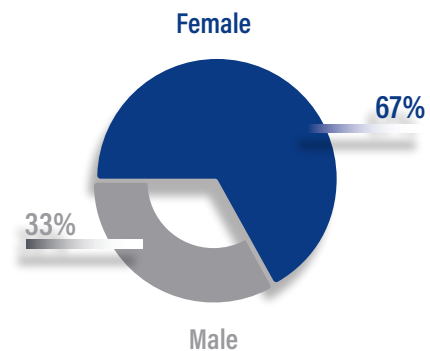
Board of Directors Diversification

Old Republic International Corporation's 13-member Board of Directors current composition includes three female directors, two African Americans and one Japanese American.

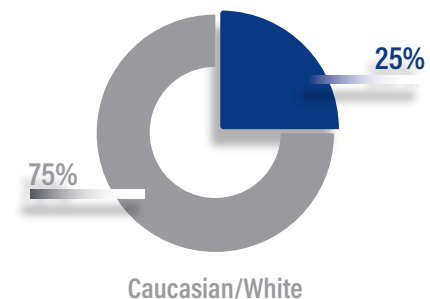


Associate Diversity

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



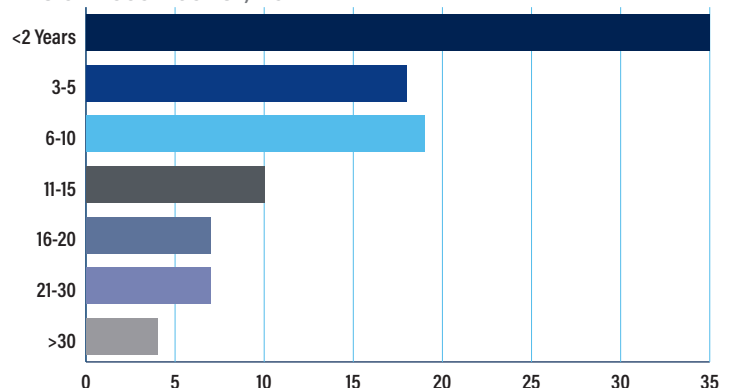
Non-White Minority or Unknown Ethnicity



Source: [EEO-1 Report](#)

Associate Tenure

As of December 31, 2022





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 & Monitoring

Old Republic has a robust, enterprise-wide compliance training program to keep associates informed of relevant laws, regulations, corporate policies, best practices and prohibited conduct. 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 through courses, such as:

- » **Ethics Essentials**
- » **Health Information Portability and Accountability Act (HIPAA)**
- » **Americans with Disabilities Act**
- » **Office Safety**
- » **Cultivating a Respectful Workplace**
- » **Diversity Toolkit: Conscious Inclusion**
- » **Security Awareness: Human Firewall**
- » **Privacy and Data Protection**
- » **Working Securely from Home**
- » **Security Awareness Best Practices**
- » **Social Engineering Threats (Smishing, Phishing, Vishing)**
- » **Incident Reporting**
- » **Insider Threats**
- » **Preventing Workplace Harassment**
- » **Protecting Mobile Data and Devices**



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.



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
- » 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.
- » Chartered Property Casualty Underwriter (CPCU) Society
- » Emerald Coast Real Estate Council in Florida
- » Future Forestry Corporation
- » Georgia REALTORS® Political Action Committee
- » Gulf Coast Builder's Exchange in Florida
- » Insurance Society of Philadelphia
- » Iowa Limestone Producers Association
- » Jacksonville Area Real Estate Council
- » 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®
- » Mississippi Workers Compensation Assigned Risk Pool Advisory Board
- » National Agricultural Aviation Association
- » National Association of Hispanic Real Estate Professionals
- » National Association of REALTORS®
- » National Forestry Resources Association
- » National Home Service Contract Association
- » National Utility Contractors Association (NUCA)
- » Newnan Coweta Board Of REALTORS®
- » North Dade And Beaches Real Estate Council
- » Oklahoma Guarantee Fund Association
- » Palos Verdes Board of REALTORS®
- » 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®
- » The Independent Brokers of Spokane
- » Women's Council of REALTORS®, multiple local chapters
- » University Risk Management & Insurance Association
- » Utah Trucking Association
- » TEAM Safe Trucking
- » Captive Insurance Companies Association
- » The Council of Insurance Agents & Brokers
- » National Association of Surety Bond Producers (NASBP)
- » National Association of Independent Sureties (NAIS)
- » Construction Financial Management Association (CFMA)
- » Surety & Fidelity Association of America (SFAA)
- » Insurance Information Institute
- » Insurance Accounting and Software Association (IASA)
- » Professional Liability Underwriting Society (PLUS)
- » Insurance Bureau of Canada
- » Canadian Life and Health Association
- » Facility Association
- » Travel Health Insurance Association of Canada
- » North Carolina Trucking Association Safety Council
- » Commercial Vehicle Safety Alliance
- » Pennsylvania Trucking Association
- » Kansas Motor Carrier Association
- » Minnesota Trucking Association Safety Council
- » Missouri Trucking Association Safety Council



Encouraging our associates with unique opportunities to stay connected and engaged is another way Old Republic manages 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 in their operations throughout the year by hosting Company-sponsored team-building events, luncheons, group outings, charitable events and seasonal festivities, as well as observing employee appreciation days, work

anniversaries and achievements. Striving to continually improve as a workplace and assess organizational goals for the future, some operations also conduct employee engagement surveys by utilizing the services of independent, outside firms.

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 society is through donations to nationally recognized charitable organizations with broad reach.

Through many great hardships over the years, Old Republic has stepped in to lend a helping hand to others when they need us the most. For instance, we donate to the Red Cross to help support disaster relief efforts in the U.S. and abroad.

Great West Casualty Company has a giving campaign to raise funds for local agency partners of the United Way.

The Old Republic Title Insurance Group works with The Salvation Army to promote "Real Estate for Rehabilitation" on a national level. This program gives the title and real estate industries an opportunity to transform lives through charitable giving. Old Republic Title provides information about The Salvation Army's pick-up service to people who are moving from one home to another, so they can easily donate household goods. These donations are collected and sold by The Salvation Army to fund its Adult Rehabilitation Centers across the country.



The Old Republic charitable spirit is alive and well in many of our associates as they generously support local charities of their choice. Whether it's giving to food banks, volunteering at charity walks or aiding in community development, the Company supports their philanthropic efforts in the communities where they live.

Sampling of Organizations Charitably Supported by Old Republic and its Associates:

- » A Better Chicago
- » Alzheimer's Association
- » Alzheimer's Foundation of America
- » American Cancer Society
- » American Foundation for Suicide Prevention
- » American Heart Association
- » American Indian College Fund
- » American Parkinson Disease Association
- » American Red Cross
- » Andre House
- » Art Institute of Chicago
- » Arthritis Foundation
- » Atlanta Community Food Bank
- » Big Brothers Big Sisters
- » Boy Scouts of America
- » Bread For Life Meal Support Program
- » Bread of Refuge
- » Camelot Centre, Canada
- » Canadian Red Cross
- » Camp Hometown Heroes
- » Chicago Botanic Garden
- » Chicago History Museum
- » Chicago Lights
- » Chicago Symphony Orchestra
- » Chicago Zoological Society
- » Child Abuse Council
- » Children's Cancer Center
- » Children's Hospital of Wisconsin
- » Children's Therapy Center of the Quad Cities
- » Coats for Kids
- » Colonial Williamsburg Foundation
- » Compassion International
- » Cradles to Crayons
- » Cristo Rey High School
- » Cristo Rey Network
- » Cystic Fibrosis Foundation
- » Dallas Fallen Soldier Foundation
- » Des Moines Area Religious Council
- » Designs for Hope
- » Don't Be Cruel Sanctuary
- » Dr. Bob Kemp Hospice
- » Elijah Linton Education Fund
- » Family Renew
- » Feeding America
- » Figge Art Museum
- » First Harvest Food Bank
- » Foodbanks Canada
- » Food4Kids
- » Friends of Chappaqua Library
- » Friends of Iowa PBS Foundation
- » Friends of Iowa Public Television
- » Girl Scouts of America
- » Good Shepherd Centres
- » Goodwill
- » Greater Chicago Food Depository
- » Humane Animal Welfare Society
- » Helping Heroes Fly
- » Humane Society
- » Hunger Task Force
- » Illinois Chamber of Commerce
- » Insurance Management Associates Foundation
- » Interval House of Hamilton
- » Iowa College Foundation
- » Joseph Brant Hospital
- » Junior Achievement
- » Juvenile Diabetes Research Foundation
- » Kerr Street Mission
- » Knights of Columbus
- » Leukemia & Lymphoma Society
- » Liberty for Youth
- » Lighthouse Ministries
- » Lincoln Park Zoo
- » Lurie Chicago Foundation
- » Luther Manor Nursing Facility
- » Lyric Opera of Chicago
- » Make a Wish Foundation
- » Marion Senior Services
- » McMaster Children's Hospital
- » Meals on Wheels
- » Mercy Corp
- » Mercy Home for Boys and Girls of Chicago
- » Nahant Marsh Education Center
- » NAMI Waukesha
- » National Alliance on Mental Health
- » Neighbour to Neighbour Centre
- » OASIS of Central Florida
- » Ocean Conservancy
- » Oklahoma Project Women
- » One Warm Coat
- » Operation Tiny Home
- » Oregon Food Bank
- » Portland Homeless Family Solutions
- » Princess Margaret Cancer Foundation
- » ProAction Cops & Kids
- » Putnam Museum
- » Quad City Botanical Center
- » Rock Island – Milan Education Foundation
- » Ronald McDonald House
- » Saint Louis Art Museum Foundation
- » Saint Louis Science Center
- » Second Harvest Food
- » Special Olympics
- » Spirit of Construction Foundation
- » St. Jude Children's Hospital
- » Stars and Stripes Honor Flight
- » Susan G. Komen
- » The Field Museum
- » The Madonna House
- » The Salvation Army
- » The Surety Foundation
- » Together We Rise
- » Toys For Tots
- » Trucking Moves America Forward
- » Two Rivers YMCA
- » UMCOR Early Response
- » United Negro College Fund
- » United Service Organizations (USO)
- » United Way
- » Versiti Blood Center of Wisconsin
- » Waukesha County Community Foundation
- » Women's Center for Leadership



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 controls to ensure the availability and security of systems and information.
- » We have established and actively maintain physical and technical safeguards to prevent, detect, respond and recover from 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 continuously 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:

- » Expanding our zero trust controls to protect systems and information; and
- » Implementing an industry-leading identity and access management platform to manage employee and customer access to systems and information; and
- » Implementing a centralized Information Technology governance, risk and compliance platform that allows the continuous review of security controls and maintain a real-time risk view across all our companies.

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 reporting is 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.



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

Within our Title Insurance segment, we ensure that property owners and lenders engaging in real estate transactions have clear title to properties. In 2022, approximately 23 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.

Old Republic Title National Commercial Services is a significant industry player when it comes to insuring title for renewable energy projects. This includes utility-scale wind and solar farms, natural gas power plants, battery storage facilities, and other energy project portfolios.

Without the efforts of the title company, large renewable energy projects would hardly be a reality. Lenders and investors rely on the services of our National Commercial Services professionals before choosing to fund these large-scale projects.

The expertise to successfully examine real estate title, underwrite the unique risks to energy projects, close on the financing and issue title insurance for large, complex energy programs stems from the commitment of our Company and our specialists, who have a wealth of knowledge about the intricacies of the growing energy sector.

Old Republic Title National Commercial Services closes transactions for wind, solar and battery storage across the country, which help provide power for surrounding communities.

That’s not only good for the planet, but it also can create a steady source of income for landowners and generate local tax revenue to fund schools and government services. In many cases, these types of properties also bring revenue to farmers and ranchers who continue to use the land for livestock, wildlife management and farming.

Old Republic is proud to play an essential role in the advancement of sustainable energy initiatives, such as these, throughout the United States.



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.



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.



307 N. Michigan Avenue | Chicago, IL 60601

oldrepublic.com

© 2023 Old Republic International