

beazley

An integrated approach to sustainability

Beazley plc | Sustainability report 2024



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Sustainability report 2024

Introduction

At Beazley, sustainability is at the core of how we operate. Responsibly managing our business, supporting our clients and delivering success are the fundamental components of our sustainability framework. By operating in this interconnected way, which engages our colleagues and gives back to our communities, we can be confident that we are on the right path towards a sustainable future.

We are proud of the progress we're making; ensuring our workforce reflects the communities in which we are based and aiming to have a positive impact on them, whilst also achieving meaningful reductions in greenhouse gas (GHG) emissions.

We are on a sustainability journey which is designed to deliver results over time, for the benefit of all our stakeholders. In the following pages, we have outlined the interconnected ways in which we approach sustainability.

“

Being a sustainable business is critical – for our people, our partners and our planet - we're committed right across our operations, in the services we deliver to our broker partners and clients and with the support we give to our communities.”

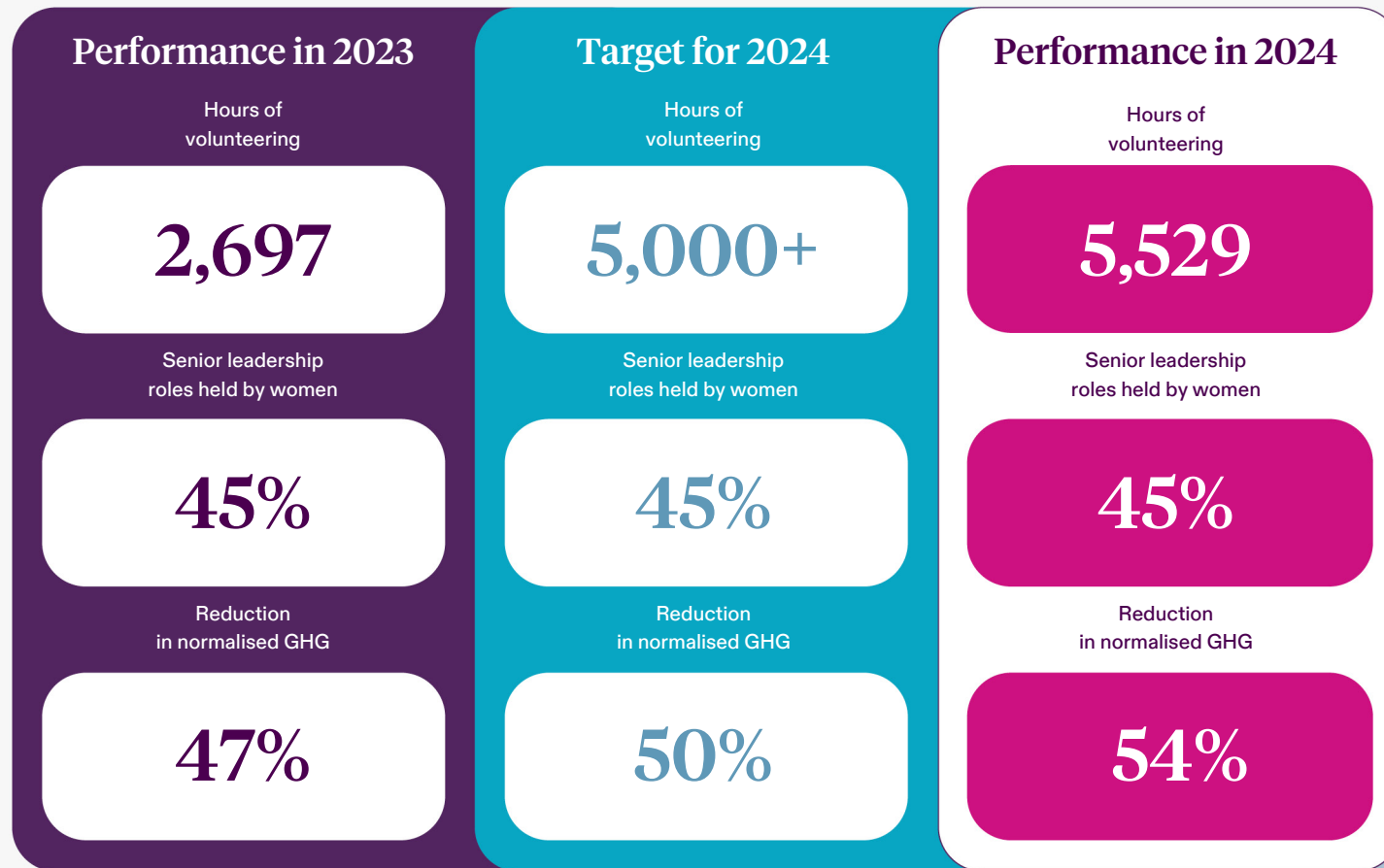
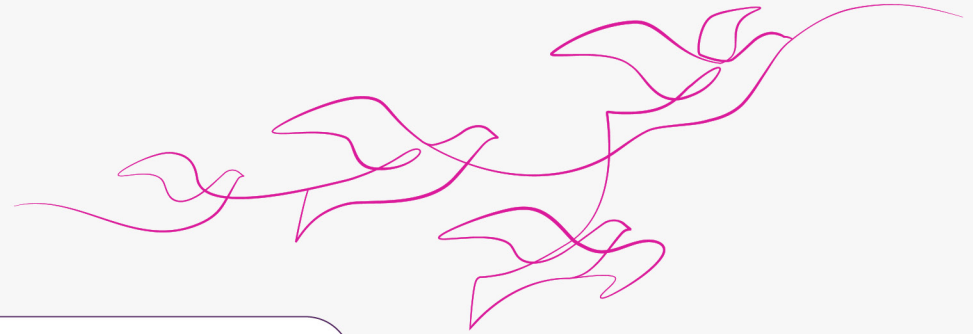


Adrian Cox
Chief Executive Officer



Highlights of 2024

In 2024, we made progress on our ambitions to manage our business responsibly, support our clients to transition and deliver success by doing the right thing:



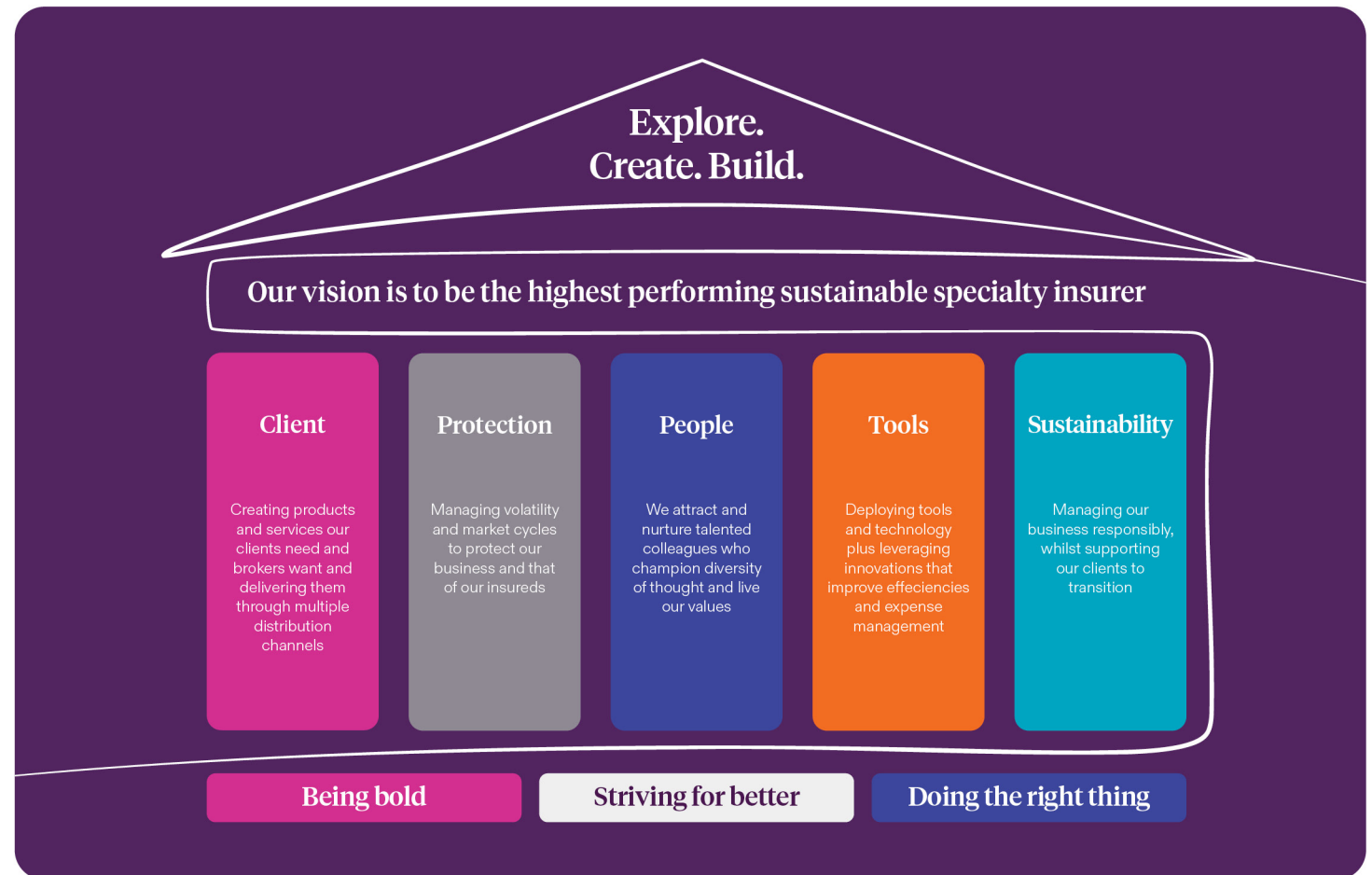
Thinking strategically

We are a global specialist insurer, operating in Europe, Asia, North and South America.

The purpose of our business is to help all our stakeholders Explore, Create and Build so they can thrive. Our shared vision is to be the highest performing sustainable specialty insurer.

This is driven by the five pillars of our business strategy. The Sustainability pillar focuses our attention on creating a sustainable business for our people, partners and planet.

Everything we do is underpinned by our values of Being bold, Striving for better, and Doing the right thing.



Our sustainability strategy

Our vision is to be the highest performing sustainable specialty insurer

Our sustainability strategy is interlinked and prioritises what matters most to our business, and where we can have the most significant impact:

Managing our business responsibly

- Having robust governance and transparency in how we do business; and protecting people and our planet across our operations, investments and supply chain.

Supporting our clients to transition

- Understanding and mitigating complex risks with innovative underwriting products, so insureds can transition and seize the opportunities that a greener future will bring.

Delivering success by doing the right thing

- The results of our investment into a sustainable approach to business are seen in our financial results, community outcomes and staff engagement.

This strategic framework balances an inward-looking view of how we manage our business, with an external focus on how we interact with clients and impact the world around us. By operating in this interconnected way, which engages our colleagues and gives back to our communities, we can be confident that we are on the right path towards a sustainable future, as detailed within this Sustainability report.



What we mean by sustainability is just each of us doing the right thing every day.”



Liz Ashford
Chief People & Sustainability Officer



Managing our business responsibly



Managing our business responsibly

Managing our business responsibly is embedded in our thinking. It supports our deep understanding of specialist risk and is at the core of our culture and values.

It means we strive for better and seek to do the right thing, for our people, our planet and our investment and supply chain partners. It also means we set bold goals to ensure we are able to deliver on our commitment to sustainability.

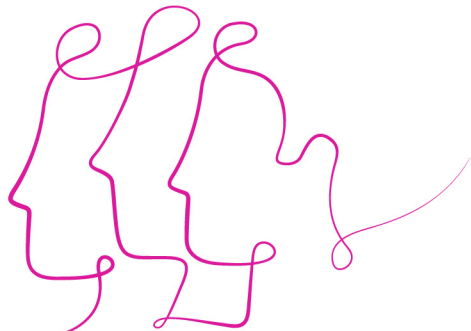


Inclusion

We believe a workforce that reflects the communities we serve makes business sense.

We want our employees to reflect the diverse range of backgrounds and experiences that make up the customers and communities that we serve. We believe that having a diverse workforce can drive innovation, growth and long-term success, and we are committed to maintaining the diversity of thought that supports our Company strategy. Beazley's strategy is focused on setting, meeting and then evolving our goals to ensure that we build a talented and diverse team that together will deliver outstanding results for our business.

At the end of 2024, 45% of Beazley's senior leadership team were women. We are now aiming to maintain gender balance in our leadership team, ensuring at least 45% of our leadership team are women or men at any one time.



beazley

In 2024, women made up 46% of all management positions, including junior, middle and top management. Women also made up 32% of science, technology, engineering & mathematics (STEM) - related positions (actuarial, data management and information technology) and 35% of management roles in revenue-generating functions (underwriting).

In 2022, we aimed for 25% of our employees to identify as People of Colour. We had exceeded this goal ahead of our initial timeline, and, at the end of 2024, 28% of our employees identified as People of Colour. Our goal now, in locations where we can collect this data, is to ensure we replicate the communities we are based in and are aiming for 33% of Beazley's employees to identify as People of Colour by March 2028. We recognise that Black people are particularly under-represented in our business and in the insurance industry as a whole, and so are aiming for at least a quarter of this group, or 8%, to be Black employees.

We also remain focused on increasing the representation of People of Colour in our senior leadership team, aiming for at least 17% by March 2028. We started at 11% in 2022 and reached 12% at the end of 2024.

Decisions relating to performance, hiring and promotion at Beazley continue to be based on individual merit and performance.

To support achieving our goals, examples of our initiatives include :

- Partnering with our internal employee networks to ensure our end to end process is inclusive and fair.
- Working with a number of external partners, such as Black Young Professionals, MyGWork, the Insurance Cultural Awareness Network and GAIN, the Group for Autism, Insurance, Investment and Neurodiversity, to ensure our vacancies are visible and promoted to under-represented groups.
- Wherever possible, presenting a shortlist that is gender-balanced and ethnically diverse, and ensuring a diverse interview panel.
- Ensuring our Talent Acquisition team and hiring managers are regularly trained and upskilled to stay at the forefront of inclusive hiring practices. In 2024, our global Talent Acquisition became certified by the Clear Company in Inclusive Hiring to support our diversity strategy.

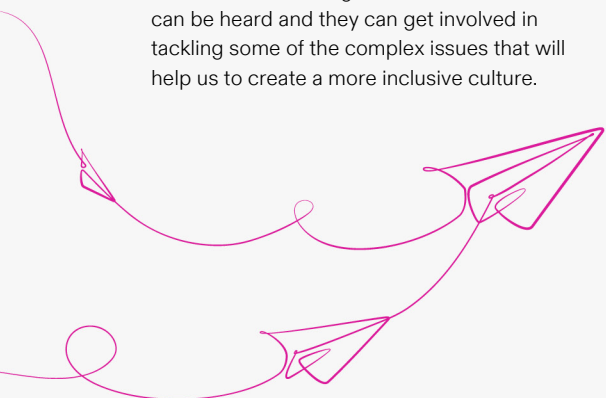


Inclusion & Diversity *continued*

Network activity

We have networks run for our employees, by our employees. Each network is open to everyone - those who consider themselves members of that particular group, as well as their allies - and has a combination of executive and senior sponsors, who use their influence to connect network activities with our business goals and strategy.

Our networks play an important role in ensuring that colleagues right across the Company and in all geographies, functions and levels of responsibility feel they have clear channels through which their voice can be heard and they can get involved in tackling some of the complex issues that will help us to create a more inclusive culture.



Beazley Families

Supporting families and parents-to-be

Beazley Neurodiversity

Great minds don't think alike

Beazley Proud

Our global LGBTQ+ community

Beazley RACE

Including, understanding and celebrating People of Colour

Beazley SHE

Successful, high-potential, empowered women in insurance

Beazley Veterans

Supporting our veterans and active duty military colleagues

Beazley Wellbeing

Supporting colleagues with their mental wellbeing

Beazley Young Professionals

Involving, informing and connecting young professionals

During 2024, our networks continued to be essential in helping foster an inclusive environment, with panel sessions, webinars, small group discussions and presentations taking place throughout the year.

Beazley SHE continued to be highly active internally and externally through engagement with our broker partners including via panel discussions, book clubs and podcasts.

Over 150 people attended our Beazley Proud "Five Traits of Impactful Allyship" webinar, which explained what an ally is, how to be an ally, and how allies can lead to positive change.

Following employee feedback, our Beazley Neurodiversity and Beazley Families networks recognised that parents of neurodivergent children needed extra support. We partnered with "How Do You Do It", an external coaching company specialising in supporting parents going on and returning from parental leave to create a bespoke set of group coaching sessions bringing parents together to learn from one another.

We also launched the Beazley Wing programme in 2024, which was a community collaboration led by our Beazley RACE network and our Social Impact team in London. The programme is a role modelling and mentoring initiative, which pairs talented young Black men from our local London communities with Black male Beazley employees, focusing on reciprocal learning, career skills and personal development.

Climate responsibility

From reducing our global carbon footprint to working in energy-efficient offices, we strive to minimise our impact on the planet.

As a specialty insurer, we underwrite in areas that are vulnerable to the impact of climate change. Our response to climate change needs to reflect both effective management of the risk and our responsibility to play our part in mitigation.

Transition to net zero

During 2024, we published our first Net Zero Transition Plan, setting out in detail how we will transition towards net zero by 2050, and you can find out more by reading the [full report](#).



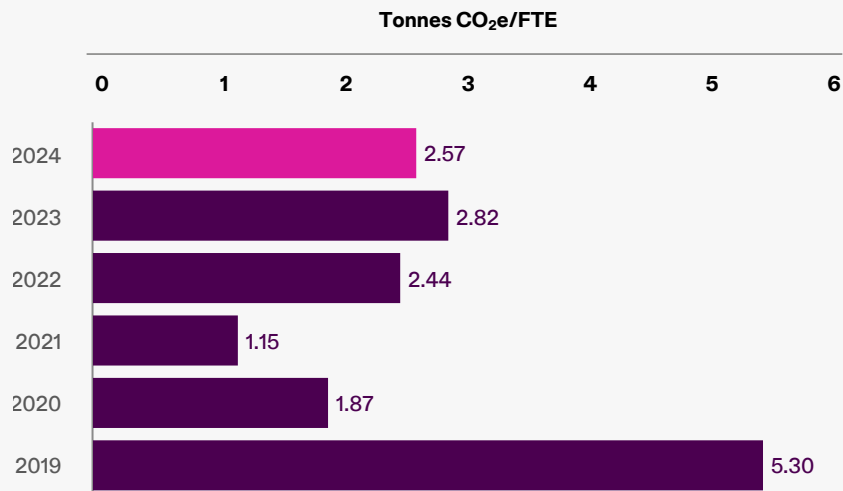
Climate responsibility *continued*

Greenhouse Gas emissions

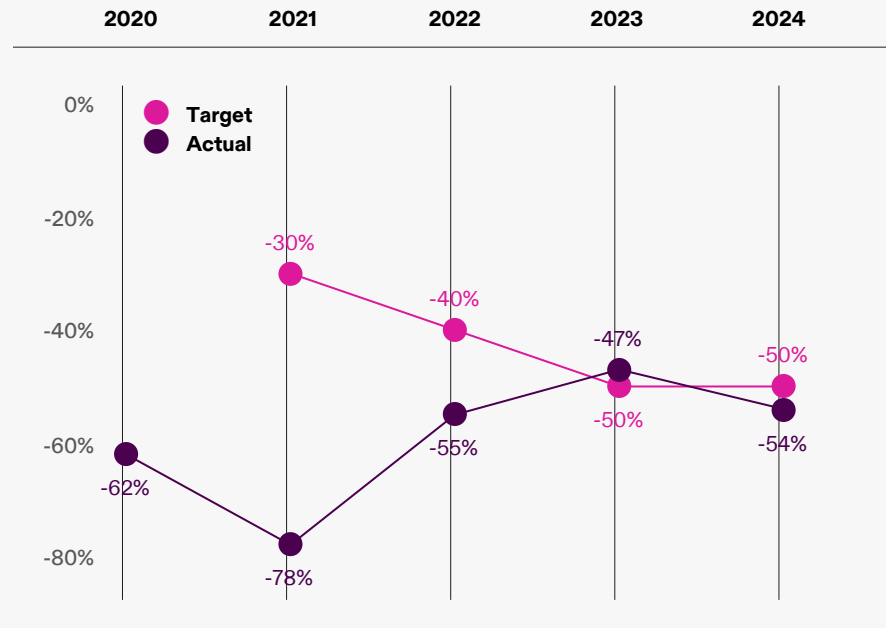
In 2024, Beazley maintained its target to reduce operational GHG emissions by 50%, when normalised on a per full-time Equivalent (FTE) basis. The target was set against a 2019 baseline. To maintain this reduction, we have continued with initiatives implemented in prior years and further enhanced them:

- The continuation of a carbon travel budget to manage business travel emissions.
- Liaising closely with our travel providers to obtain a better view of our travel activity.
- Engaging with our landlords and building managers on environmental matters.
- Further enhancing our approach to the reporting of GHG emissions.

GHG emissions per FTE



Reduction of GHG emissions



Reduction in Market Based emissions on a normalised (per FTE) basis. Reduced emissions in 2020 and 2021 were impacted by COVID-19.

In 2024, we achieved a 52% reduction for our location-based emissions, and a 54% reduction for our market-based emissions, which is an improvement on 2023. 31% of the electricity in our offices was sourced from renewable energy sources in 2024.

Climate responsibility **continued**

Managing climate risk

Climate risk is the financial risk that Beazley faces, arising from climate change. In order to manage our business responsibly, we use a framework to understand and manage the impact of three key aspects of climate risk on our business: physical, transition and litigation climate risk. Continuous improvement is a centerpiece of the framework, with previous outcomes helping to inform ongoing efforts to manage climate risk. A summary of this framework is as follows:



Phase 1: Identification of all climate-related risks

Phase 1 involves the collation of the outputs from a number of different Beazley processes which help to identify a list of the climate risks which may arise across a range of time horizons. The processes used include:

- climate change research;
- stress and scenario testing;
- underwriter engagement;
- emerging risk identification; and
- monitoring of exposure aggregation.

Phase 2: Assessment of materiality

Once all climate-related risks have been identified, an assessment of materiality is undertaken to understand which items will be most impactful to Beazley's business activities. The purpose of materiality assessment is threefold:

1. monitoring exposure;
2. linking materiality analysis to climate change impact; and
3. guiding and prioritising the impacts of Beazley projects on climate-related risks/opportunities.

To ensure the materiality assessment is as relevant as possible, factors such as geography or business sector are also considered.

Our physical materiality assessment compares the degree of climate change impact on each physical peril, with the level to which Beazley is exposed to each peril through our underwriting activities, and is refreshed on a yearly basis.

To better understand our potential climate litigation risk, in 2024 we developed a climate litigation heatmap, to identify potential litigation hotspots by both country and sector.

We also set out a transition risk materiality framework, looking at sectors and jurisdictions, to developed initial findings on risks and opportunities associated with climate-related transition risk in our underwriting.

Applying these factors enables us, as part of phase 3 of the framework, to develop an evidence-based strategy which prioritises actions and deliverables in order of most relevance to the business.

Phase 3: Plan to mitigate the risks

Once the most material climate risks to Beazley are identified, a number of steps may be undertaken to manage and mitigate these risks.

Examples include:

- development of climate risk adjusted pricing for material physical risk perils;
- strengthening modelling capabilities to develop climate-adjusted modelling for physical perils;
- development of a climate litigation risk management approach;
- developing climate scenario analyses for physical, transition and litigation risk; and
- development of climate change loads for our capital model.

Further detailed descriptions of each of the above phases can be found in our [TCFD report](#).

Investments

Responsible Investment Policy

Beazley believes that companies committed to a sustainable business strategy gain long-term competitive advantages, enabling them to generate stronger and more stable returns. This belief is set out in our [Responsible Investment Policy](#), which incorporates sustainability considerations and ratings into investment analysis, decision-making and ownership practices. By doing so, we aim to positively impact the financial value of our investments and recognise the broader influence investment strategies can have on the world.

Impact investing

To demonstrate our commitment to doing the right thing, we have allocated up to US \$100m from our asset portfolio to impact investments. These investments focus on opportunities that have measurable social or environmental impact, as well as a financial return. Our investments aim to improve outcomes in both local communities near our offices and in developing countries overseas.

Since the inception of the fund in 2021, we have committed capital of \$60m to five funds, investing in a wide range of target outcomes, including the expansion of renewable energy capacity, financial inclusion and the circular economy.

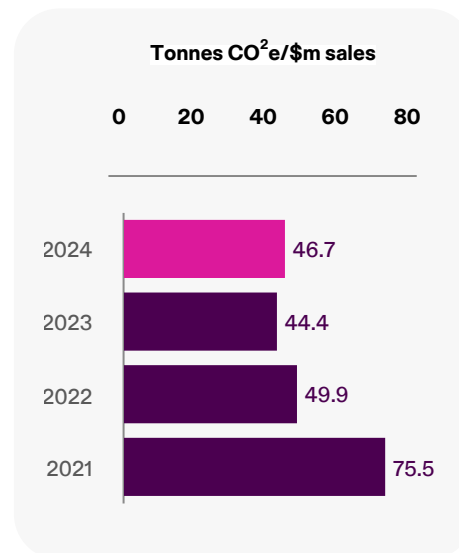
In 2023, we became a founding investor in the Big Issue Social Impact Debt Fund, which funds housing, care and social infrastructure projects in the UK.

In 2024, we made commitments to two funds.

The first provides debt financing to facilitate the expansion of solar energy in the US with a focus on community projects. The second is a private equity fund targeting businesses supporting themes of sustainable planet, future skills, stronger communities and healthier lives.

Weighted average carbon intensity

We use a number of key metrics to measure the climate-related impacts of our investment portfolio. Looking at the weighted average carbon intensity (WACI) of our publicly listed corporate bonds and equities, you can see that this has reduced significantly since 2021.



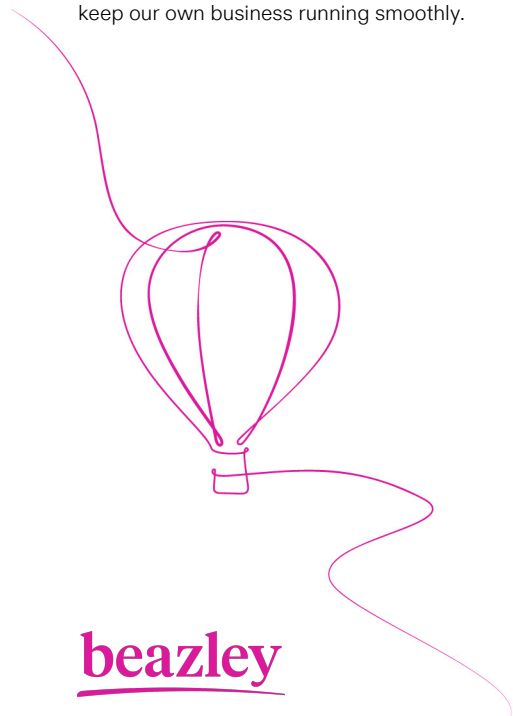
WACI is based on the reporting of GHG emissions on an enterprise value including cash (EVIC) basis. Emissions are reported for 87.3% of the market value of in-scope assets.

Following its introduction last year, we are also reporting the weighted average carbon intensity (WACI) arising from our portfolio of sovereign assets. This is calculated using a methodology incorporating country emissions divided by real GDP in millions of constant USD. As at 31 December 2024, the WACI on our sovereign exposures was 285.90 (tCO₂e/mUSD).

Supply chains

We are actively engaged in understanding the dependencies and full reach of our supply chain. Our focus is on reducing our overall impact on the planet while also supporting the safety, inclusion and wellbeing of the communities involved.

Supply chains are a focus for us on two fronts, first to deliver policy, support and claims services to our policyholders, and second to keep our own business running smoothly.



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Human rights

We do not tolerate the violation of universal human rights and seek to establish relationships with those who share the same principles and values. We aim to prevent any action that has an adverse impact on human rights, either by Beazley or those acting on our behalf, and aim to identify and swiftly remedy any adverse impact if it occurs. We also seek to promote human rights awareness and respect alongside our value and supply chains.



[Our Human Rights Policy is available here.](#)



[Our Modern Slavery Act Statement is available here.](#)

Sustainable procurement

Our supply chain is mainly focused on services, with products only being a significant part of the mix when associated with office fit-outs, purchasing office supplies, or delivering events. In 2024, we continued to use our environmental management system and introduced sustainability into our procurement policy and operational procurement framework. We also used sustainability data to help inform procurement decisions where appropriate.



Case study: Sustainable events

People driven

Insurance has always been about people. The events we host are an important way that we work with our partners and grow our business. It's important to us to host these events sustainably and in line with our values, from the materials we source and the space we use, to the local businesses we support and work with.

Being bold by being sustainable

While some may think that being sustainable is at odds with being creative, for Beazley it's the opposite. In fact, by being more sustainable, we have become bolder in the events we organise. This has led us to explore and partner with suppliers who mirror our values, and who have supported us as we create memorable and impactful events.

Thoughtful food

Food is at the centre of any memorable event, and London-based Rocket Catering's love for locally sourced produce reflects our own. Its commitment to sustainability doesn't stop when the music ends and the lights go off; it looks at what comes next, for example, converting any leftovers into a liquid that is environmentally safe.

Ethically sourced blooms

Sim Hek Flowers is passionate about bringing the beauty of the natural world to events, while appreciating the responsibility we have for the world we live in. Sim Hek sources flowers from The Real Flower Company, a female-founded business based on a family farm in South Downs National Park. 95% of its packaging is plastic-free, and its farm is carbon negative and climate positive, with 90% of its ingredients grown in Hampshire and West Sussex.

We know our guests leave knowing real thought has gone into our events, setting us apart and reinforcing what Insurance, Just different. really means to us.



Supporting our clients to transition

Supporting our clients to transition

Our clients are grappling with the dramatic effects of climate change at home and abroad.

Environmental risk and liabilities are growing and demand for energy is rising. We believe that, in this era of accelerating climate risk, we can use the power of our expertise to support clients to outperform.

By supporting clients on their transition journey, we are helping them to reduce risk, but also unlocking areas of growth and innovation, which is fulfilling our business purpose of helping our stakeholders explore, create and build.



69%

of business leaders say "My business will find it hard to transition"*

*Beazley Risk & Resilience research 2024.

Supporting our clients to transition **continued**

Underwriting

We are working on products and services to support our clients from both a physical and transition perspective. These manifest themselves in either the provision of insights into the risks their business faces, or in the development of underwriting products to help mitigate the risks they may face during the transition.

Catastrophe modelling – a forward looking view

Improving our tools

Catastrophe models adjusted for non-modelled perils and to reflect recent events

Climate change impact incorporated in catastrophe models for key perils

Catastrophe modelling capabilities expanded into new perils and territories

Strengthening our skillset

Creation of a natural hazard research function

Scientific assessment of new catastrophe model releases

Scientific study of climate trends and knowledge sharing with business

Monitoring our exposure

Restructure of catastrophe modelling to create dedicated reporting function

Allows for increased reporting and insights to business

Ability to further integrate catastrophe modelling outputs into pricing models

Sharing climate risk insights

In 2024, we began development of a Climate Change Spotlight report for some Property underwriting teams, which we aim to use in 2025. The Climate Change Spotlight report will allow underwriters to share Beazley's climate risk insights with our clients. The report can be produced for clients particularly exposed to worsening US hurricane risk due to climate change, identifying the key locations in an insured's schedules which are most exposed to worsening US hurricane risk, using insights from our location level climate change metrics

“

Nearly 70% of businesses are telling us that they will find it hard to transition.

They need an insurance and risk management partner that can actively support them on their transition journey to reduce risk and unlock areas of growth and innovation.”



Paul Bantick
Chief Underwriting Officer

Case study: Calm after the storm

Tornado parametric insurance solution

This parametric tornado disaster benefit insurance serves as a lifeline for those facing the upheaval caused by tornadoes, embodying the true spirit of resilience and recovery.

Exploring the problem

We are seeing changes in the pattern of tornado activity across the Midwest and Southeastern US – with more intense days of activity and tornados happening at unexpected times of the year.

Faced with this growing threat, homeowners need a new solution that bridges the gap between their immediate, emergency needs in the aftermath of a tornado and the full settlement of their property insurance claim.

Creating a solution

Beazley partnered with Sola Technologies and Spinnaker Insurance Company to address this widening natural disaster coverage gap and provide the first admitted parametric tornado disaster benefit insurance for homeowners.

The policy, issued by Spinnaker with full reinsurance backing from Beazley-managed syndicates at Lloyd's, offers limits of up to US\$15,000, an amount carefully chosen to cover typical deductibles and immediate expenses that arise in the wake of a tornado.

This rapidly available financial relief is assessed based on a precise and transparent mechanism that measures the path and severity of a tornado on the Enhanced Fujita (EF) scale and is defined by the National Weather Service (NWS). Once the EF scale classification is determined, it activates the policy's payment process.

This parametric approach ensures that there is no ambiguity in the payout process, providing policyholders with certainty and speed – two critical factors during a disaster.

The solution is the first fully scaled tornado parametric product and is available in 15 US states across the Midwest and Southeast – regions that are all too familiar with the destructive power of tornadoes.

Building resilience

Today the product has 3,500 policyholders and proved its value just four months post-launch when it paid out a claim in just 60 hours to two families struck by an EF2 tornado. These quick payments kickstarted their recovery process, eased their anxieties and showcased the social necessity of innovative insurance partners.

This is a significant departure from the often protracted timelines associated with traditional insurance policies, where assessments, claims processing and other procedural steps can delay the much-needed funds for recovery.

The product is a testament to the insurance industry's evolving landscape, where traditional policies are being complemented by more agile and responsive solutions. The intention is to expand availability, bringing this much-needed financial safety net to more US states in the near future.

Parametric insurance supports recovery after a tornado

“

This gives much needed options to those with high deductibles”

TnT Insurance Group

“

This is so cool. The way you can see where the damage is. It's all so clear... You are bringing a sledgehammer to my toolbox.”

Entrekin Insurance



Delivering success by doing the right thing



Delivering success by doing the right thing

Doing the right thing makes good business sense. As our financial results, community outcomes and staff engagement show, our sustainable approach to doing business also delivers success.



\$1.42 bn
Record profits in 2024

\$845,293
Donated to charity

88%
Of staff say we are a socially and environmentally responsible organisation

85%
Staff engagement – 7% higher than average

Charity and community

Our focus is on building more resilient communities and supporting charitable work that makes a difference. Our community initiatives, often delivered in partnership with charitable organisations, are focused on the communities around our employees’ homes and offices.

Beazley aims to support local communities by encouraging employees to take up to 2.5 days of charity leave during the year, and the promotion of an annual Make a Difference month, which focuses on encouraging employees as individuals and teams to support charity and community initiatives.

To celebrate the 10th anniversary of Make a Difference, Beazley launched a number of initiatives. These included a target of 5,000 hours of volunteering; multiple year-round opportunities for employees to volunteer locally; and encouraging volunteering opportunities that include our broker partners.

Beazley employees participated in almost 100 initiatives, including volunteering with young people to increase access to job opportunities within insurance, supporting the hungry by cooking meals for the homeless and feeding the elderly, maintaining local parks, beaches and rivers all over the world, and mentoring people from our local communities.

Employees from across our offices work together to ensure that these initiatives are dispersed right across the Company.

Our charity initiatives are focused on supporting our charitable partners, raising money through match funding or grant nominations, and responses to disaster relief efforts.

In 2024, we became a founding partner of Humanity Insured which aims to transform the insurance system and make insurance accessible and effective for people on the climate crisis frontline, helping them protect their futures.



	Volunteer hours	Charitable donations
2024	5,529	\$845,293
2023	2,697	\$602,932
2022	1,693	\$474,426

Delivering success by doing the right thing **continued**

To enhance livelihoods, we need to support communities and engage in charitable work that makes a difference.

Colleague engagement

We have a transparent and open approach when it comes to the way we communicate, utilising a wide variety of channels to keep colleagues connected with each other, our executive leadership team and what is happening within the wider business. Our engagement strategy is focused on asking, listening and acting on what our colleagues feel and have to say, capturing feedback throughout the year and through our formal, anonymous engagement survey.

In our most recent survey, in which we had an 81% participation rate, we scored 78% for favourability (a measure of how colleagues feel about the different aspects of working at Beazley) and 85% for engagement (a measure of how colleagues feel about working at Beazley generally and if they are advocates for the business). Both scores are above the global benchmark.

88% of colleagues feel we are a socially and environmentally responsible organisation. 90% believe people are treated equally regardless of demographic differences and 87% would recommend Beazley as a great place to work. Our total employee turnover in 2024 was 11%, with voluntary employee turnover being 8.8%.





Case study: A cleaner Singapore

Safeguarding our oceans and shorelines is integral to the future of our planet. In partnership with Ocean Purpose Project, our colleagues in Singapore banded together to clean up a beach struggling against plastic pollution. Our teams, alongside our broker partners, spent the day cleaning waste and seaweed to help protect the marine environment. In total, they successfully collected 133kg of waste and seaweed. What next? Well, Ocean Purpose Project then transforms the ocean waste into low-sulphur fuel, carbon black and carbon nanotubes through its deployable pyrolysis machines.



Case study: Accessible futures

We believe that building an insurance market ready for the future of risk means making careers in our sector more accessible to a wider array of people, backgrounds and experiences. Part of this means supporting those at the very beginning of their career journeys. Throughout 2024, Beazley hosted multiple workshops for over 60 young people from our local communities in London. In these workshops, Beazley employees spent time speaking with young people about their personal career journeys, shared knowledge about insurance and helped them learn about the different ways to enter the insurance industry.



Case study: Supporting families

At Beazley, we know that supporting families during their toughest times is crucial to building a resilient community. Ronald McDonald House Charities' core focus is on alleviating some of the financial strains experienced by families with sick and hospitalised children, by helping them with accommodation and meal expenses. In 2024, 70 of our Beazley colleagues from Atlanta, Chicago, New York and San Francisco volunteered to help ensure the facilities for families were equipped to provide much needed support. Our teams packed food and hygiene kits while also serving meals to families.

Moving forward

We can be proud of the work we have undertaken in 2024 to deliver on our commitment to being a sustainable business.

We are now well into establishing our refreshed sustainability strategy, which has renewed goals, commitments and plans to improve the quality of data we are able to use to drive insight and analysis.

Our new strategy is focused on managing our business responsibly, supporting our clients to transition and driving success alongside our sustainable approach to doing business, and we are looking forward to seeing where this will take us in the year ahead.



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Key metrics

	2024
People	
Total employee turnover rate	11.2%
Voluntary employee turnover rate	8.8%
Employee engagement score	85%
Inclusion and diversity	
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	45%
Share of women in STEM-related positions (as % total STEM positions)	32%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT Legal, etc.)	35.1%
Greenhouse gas emissions	
Total Scope 1, 2 and 3 GHG emissions	6,723.15
Total Scope 1, 2 and 3 GHG emissions/FTE	2.57
% of electricity from renewable sources	31%
Investments	
Current Temperature Pathway Alignment (for our publicly listed corporate bonds and equities)	1.5-2 degrees
WACI (tCO ₂ e/mUSD GDP) arising from our sovereign investments	285.90
WACI (tCO ₂ e/\$m revenue) arising from our investments (for our publicly listed corporate bonds and equities)	46.7
Apportioned GHG emissions (tCO ₂ e) arising from our sovereign investments	1,146,273
Apportioned GHG emissions (tCO ₂ e) arising from our investments (for our publicly listed corporate bonds and equities)	84,784
Political donations	
Political donations	nil
Charity and community	
Number of hours volunteered for our communities	5,529
Annual charitable donations made	\$845,293

Moving forward **continued**

Scope of reported metrics

People

Turnover

People turnover metrics reported for permanent Beazley employees only, across all global offices.



Employee satisfaction

Our 2024 engagement survey was run by an external provider, DecisionWise. We utilised a question set DecisionWise has designed, which enables us to compare our scores externally with its benchmark group, and internally with our previous surveys. All survey questions can be answered with the following options: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree. Two headline scores are generated from the survey - an “engagement” score and a “favourability” score. “Engagement” is a measure of colleagues’ satisfaction, intent to stay and advocacy of the business; and ‘favourability’ is a measure of how colleagues feel about their overall experience.

Inclusion

Gender data is provided for permanent employees across all global locations, and ethnicity data is provided for permanent employees in the UK, US and Ireland. STEM (science, technology, engineering and mathematics) positions refers to employees in Information Technology, Data Management and Actuarial.

Greenhouse gas emissions

A full methodology is available on [Beazley’s website](#). The calculations account for 95.5% of FTE for Beazley’s Scope 1 and 2 emissions, and 100% of FTE for Scope 3 emissions.

Investments

Total apportioned emissions arising from investments

Emissions are reported for our portfolio of publicly listed corporate bonds and equities based on scope 1 and 2 emissions. The total market value of these holdings is \$5.3bn representing 52.1% of total investment assets.

Emissions are also reported for our portfolio of sovereign bonds covering scope 1,2&3. The total market value of these holdings is \$4.0bn, representing 39.2% of our total investment assets.

WACI

The WACI is reported for our portfolio of publicly listed corporate bonds and equities based on scope 1 and 2, and separately for our sovereign bond portfolio based on scope 1,2 & 3. GHG emissions data is sourced from S&P Capital IQ. Emissions data is reported for 87.3% of the market value of publicly listed corporate bonds and equities and 98.8% of sovereign holdings.

Temperature alignment of investment portfolio

The scope of the reporting is limited to the GHG emissions arising from our publicly listed corporate bonds and equities. The data was reported as at 31 December 2024. Temperature alignment metrics have been reported in respect of 86.9% of the market value of in-scope assets.

Charity and community

Total global donations submitted to the Social Impact team for approval during 2024.

We follow the B4Si methodology for reporting our charitable giving and community investments. The charitable spend figure includes donations to registered charities including match funding for employee fundraisers, and expenses spent to support internal fundraising and volunteering efforts in accordance with our charity policy. The charitable spend figure is comprised of expenditure through Beazley’s Social Impact budget only. Donations made through individual underwriting, claims or partner engagement budgets are not included in this figure.

Key contact

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