



**March 2025** 

# Fixed Income Investor Presentation



Updates to Slides 8, 9 and additional Slide 14 @ Q3 2025

### **Notice**

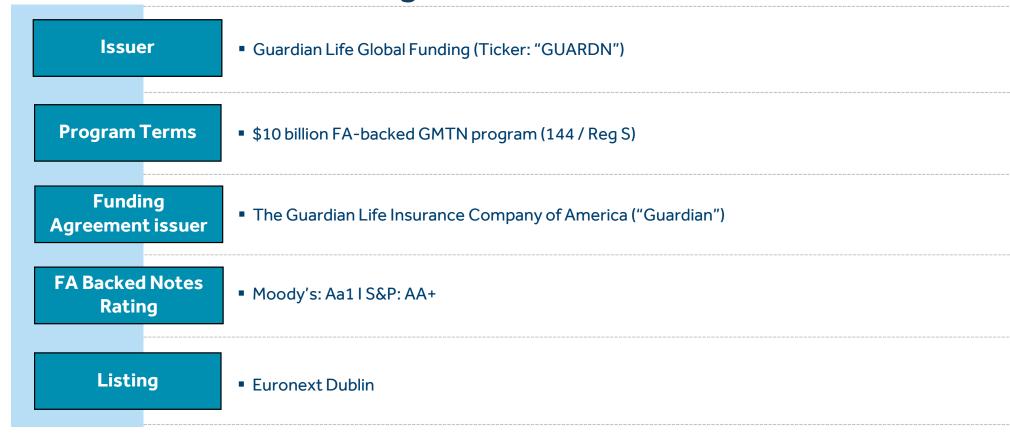
#### **Forward-Looking Statements**

This presentation may contain certain statements that constitute "forward-looking statements". Forward-looking statements are statements not based on historical information and which relate to future operations, strategies, financial results, or other developments. Statements using verbs such as "expect," "anticipate," "believe" or words of similar import generally involve forward-looking statements. Forward-looking statements include statements which are based on the beliefs and assumptions of The Guardian Life Insurance Company of America ("Guardian") concerning future levels of sales and redemptions of Guardian's products, investment spreads and yields, or the earnings and profitability of Guardian's activities.

Forward-looking statements are necessarily based on estimates and assumptions that are inherently subject to significant business, economic and competitive uncertainties and contingencies, many of which are beyond Guardian's control and many of which are subject to change. These uncertainties and contingencies could cause actual results to differ materially from those expressed in any forward-looking statements made by, or on behalf of, Guardian. Whether or not actual results differ materially from forward-looking statements may depend on numerous foreseeable and unforeseeable developments. Some may be national in scope, such as general economic conditions, changes in tax law and changes in interest rates. Some may be related to the insurance industry generally, such as pricing competition, regulatory developments and industry consolidation. Others may relate to Guardian specifically, such as credit, volatility and other risks associated with Guardian's investment portfolio. Any forward-looking statements reflect Guardian's views and assumptions as of the date of this presentation and Guardian disclaims any obligation to update forward-looking information, whether as a result of new information, future events, or otherwise.



# Guardian Life Funding-Agreement Backed Global Note Issuance Program



S Guardian

### **About Guardian**

Guardian is the fourth largest U.S. mutual life insurer and is committed to serving its customers through insurance and wealth management products

### **Deep History in the Insurance Industry**

- Headquartered in New York City
- Founded in 1860 and incorporated in the State of New York
- Community of 7,500 employees and a network of over 2,800 financial representatives

#### **Guardian's Key Businesses**



Individual Markets - Individual life insurance, individual disability income insurance products and wealth management and savings products



Group Benefits - Group dental, vision, life, AD&D, short- and long-term disability, hospital indemnity, among others



Investments – Investment of Guardian's general account and limited third-party investment management

Industry Leading Financial St	rength and Scale
<ul> <li>Total Cash &amp; Investments¹ (12/31/24)</li> <li>General Account Assets</li> <li>3<sup>rd</sup> Party Assets</li> </ul>	\$96.7 billion \$88.8 billion \$7.9 billion
Total Capital (12/31/24)	\$11.7 billion
Total Gross Revenue (2024A)	\$14.5 billion
Statutory Premium Income (2024A)	\$10.5 billion
Pre-tax Earnings (2024A)	\$2.2 billion
Policyholder Dividends (2024A)	\$1.6 billion
Credit Ratings (Moody's / S&P)	Aa1 / AA+

**Guardian** 

<sup>1.</sup> Total Cash and Investments consists of \$88.8 billion in General Account assets on a consolidated basis, as well as \$7.9 billion in 3rd party assets across Victory Funds, GVPT and Guardian Pension. Note: Statutory financials for parent company level, except as noted above.

# We are building on our rich legacy while investing in our next horizon as a contemporary insurance company that Inspires Well-being

· We deliver on our

· We are fair and ethical

We act with honesty

and compassion

promises

### **Our Transformation Journey**

Our vision for Guardian to continue to build on our rich legacy while investing in the next horizon as a "a contemporary insurance company" that:

- Attracts and retains top talent to insurance
- Scans externally for the best capabilities, partners and ideas to deliver on our strategic aspirations
- Executes nimbly to meet changing needs of broker and agent partners
- Creates modern and consumeroriented experiences for customers
- Delivers value to policyholders including and beyond the dividend

#### **Guardian's Purpose and Values** What drives us **Inspire well-being Purpose** Mind Body Wallet How we show up Values & We courageously We go above and We do the We believe How We right thing shape our future people count beyond for the Work together people we serve

· We treat people with

care and respect

environment of

continuous learning

· We actively seek and

listen to diverse

perspectives

· We create an

We openly challenge

· We move with a sense

learn from failure, and

welcome challenges

assumptions

of urgency

· We try new things,

We act as one team



We are committed

dreams

being

to understanding our

consumers' needs and

• We strive to deliver value

We proactively identify

ways to enhance well-

that wows our consumers

### **Guardian Investment Highlights**

### Committed to Our Legacy of Financial Strength and Investing in Innovation to Ensure a Strong Future

#### **Commitment to Mutual Status**

- Long-term financial strength and stability and the payment of competitive dividends as primary objectives
- **Long view** on investments, free from short-term earnings pressures faced by publicly-traded companies

### Low-Risk Business Mix & Operating Model

- Strong, **stable whole life business** growing sustainably with capital growth; High net worth customer base
- Growth-focused, less interest rate sensitive Group Benefits business
- Institutional Asset Management business

### **Earnings Diversification**

 Well diversified product portfolio and differentiated earnings streams helps reduce volatility in financial results

#### **Robust Distribution Channels**

- **Highly productive career agent system** consisting of over 2,800 active agents as of December 31, 2024
- Strong commitment to long-term protection of clients, and to the continued success and stability of Guardian
- Group Benefits distribution through brokers

### Long - Term Track Record

- Strong and consistently profitable operating results with 2024 statutory operating income of \$2.2 billion
- Policyholder surplus increased at a CAGR of approximately ~6.0% from 2004 to 2024

### **Strong Balance Sheet**

- Strong financial strength, capitalization, insurance ratings with regulatory capital ratios in excess of required levels
- Investment portfolio is conservative and well diversified with approximately 94% of securities in the bond portfolio rated investment grade as of December 31, 2024

#### **Risk Management**

- Strong enterprise risk management including governance, risk appetite, risk limits, and a disciplined ALM framework
- Low product risk profile with focus on participating whole life insurance, annually renewable group insurance and conservative product guarantees

### **Accomplished Management team**

• Well-respected, seasoned executives with **extensive experience** in the industry and at Guardian

**Guardian** 

### What Sets Us Apart

A Strong Balance Sheet Supported by a Low-Risk Product Portfolio, High Degree of Financial Flexibility and Effective Risk Management

### Financial Flexibility & Liquidity

• Very strong capitalization: \$9.3 billion in statutory surplus, ~6.0% CAGR since 2004

• Excellent liquidity: \$4.1 billion in ST liquidity and other liquid assets and \$500 million Revolving Credit Facility

• **High quality portfolio:** High credit quality portfolio consistent with AA+ rating

• Cash flow: Anticipated general account investment cash flows of approximately \$8.0 billion in 2025

• Institutional Funding: Funding Agreement platform totaling \$6.8 billion<sup>(a)</sup>

• FHLB Borrowing capacity: \$4.3 billion

Note: Statutory financials for parent company level, unless otherwise stated (a) Includes FHLB borrowings of \$2.7bn



### **Recent Developments and Initiatives**

#### **Investment Management Strategic Partnerships**

- **HPS Investment Partners:** In 2024, Guardian shifted the investment management of approximately \$30B of general account assets and staff to HPS Investment Partners ("HPS"), including public high yield, investment grade private credit, and real estate debt and equity
  - In 2022, Guardian acquired a minority equity stake in HPS. Through this strategic partnership Guardian also provides HPS with capital to invest and manage across a range of private-credit strategies
- **Janus Henderson:** In 2025, Guardian shifted the investment management of the \$45B investment grade public fixed income asset portfolio and staff for Guardian's general account to Janus Henderson
  - In addition, Guardian committed up to \$400 million of seed capital to help accelerate Janus Henderson's securitized credit and active fixed income products, as well as other fixed income capabilities
- Hamilton Lane: In 2025, Guardian entered into an agreement to shift the investment management of its \$5B private equity portfolio to Hamilton Lane
  - In addition, Guardian will commit to invest approximately \$500 million per year in private equity for the next 10 years through Hamilton Lane
  - This transaction is expected to close at the end of the fourth quarter of 2025

### **Growing Annuity Business**

- Continued build out of annuity platform
- Deposits of \$5 billion in 2024, primarily fixed product (SPIA, DIA and MYGA)

### **Technology Initiatives and Investment**

- Investment into the digitalization of our Individual and Group customer platforms including sales processes, life insurance underwriting using information technology and data, paperless processes and customer engagement;
- · Focus on Al and automation, big data and analytics, strategic investments, and cloud

**S** Guardian

**Executive Leadership Team**Guardian has a highly experienced management team focused on ensuring that we are delivering on our promises

Name		Title	Financial Services Experience		
	Andrew J. McMahon	Chairman & Chief Executive Officer	35		
	Kevin Molloy	Chief Financial Officer	26		
	Nicholas Liolis	Chief Investment Officer	30		
	Erin Culek	Head of Financial Protection and Retirement Solutions	19		
	Mike Perry	Head of Client Solutions and Wealth Management	30 35		
	Jonathan Mayhew	Head of Group Benefits			
	Kermitt J. Brooks	Chief Legal Officer	18		
	Steve Rullo	Chief Digital and Technology Officer	27		
	Stacey Hoin	Chief Human Resources Officer	35		
	Michael Prestileo	Chief Strategy Officer	20		
	Wendy Wahl	Chief Marketing and Communications Officer	24		
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Insurance Industry &

### **Guardian Business Profile**

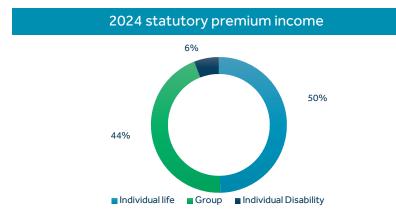
Individual Markets **Group Benefits** Individual Life Individual Disability **Savings Products Group Insurance**  Fixed Annuities • Whole Life Dental Individual Disability • Term Life Indexed Annuities • Short- and Long-Term Disability • Multi-Life Disability Income Payout Annuities Universal Life Life and AD&D **Products** • Wealth Management Variable Universal Life Vision Supplemental Health • Small Business Owners Small Business Owners Professionals Employer Groups Affluent Professionals Affluent Professionals Executives **Target Markets**  Executives Executives Affluent and Emerging Affluent Individuals Over 150 Group Sales • 47 General Agencies and Career Agents Career Agents **Professionals** Guardian-managed agencies Brokers Brokers **Distribution** • ~12,700 Active Group • >2,800 Career Agents PAS **Brokers and Benefit**  Brokers Consultants 2024 Consolidated statutory reserves(b) 2024 Consolidated premium income<sup>(a)</sup> Total: \$11.338 million Total: \$65,531 million 2% 5% 3% 1% 46% ■ Individual Life Individual Life ■ Individual Disability Group ■ Individual Annuity ■ Individual Disability ■ Group Other Other



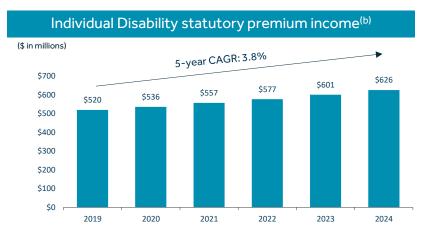
<sup>(</sup>a) Premium income is net of reinsurance. The total consolidates financial information from statutory financial statements of Guardian (parent company), BLICOA and GIAC (subsidiaries), and GAAP financial statements of FCW and GIS (subsidiaries). Reflects general account reserves only (excludes separate account reserves). Graph excludes a \$169mm loss in the Individual Annuity segment.

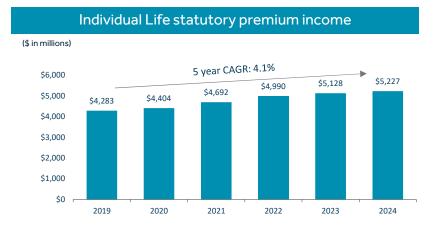
### **Consistent Premium Growth**

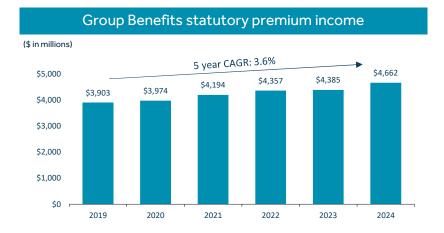
Steady Profitable Growth - Guardian Life Insurance Company of America ("GLIC")



\$10,515 million total(a)









Note: Statutory financials for parent company level, unless otherwise stated
(a) Excludes \$1mm of reinsurance premium income
(b) BI LCOA sells all individual disability income insurance products and has a reinsurance treaty with Guardian whe

(b) BLICOA sells all individual disability income insurance products and has a reinsurance treaty with Guardian where Guardian assumes 80% of BLICOA's net individual disability business

### **High Quality Investment Portfolio**

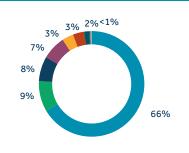
### **Guiding principles**

- Competitive policyholder dividends
  - Strategic asset allocation
  - Tactical execution
  - Investment results
- Protecting capital and financial strength ratings
  - Effective risk management
  - Achieving return objectives within risk constraints
- Product support
  - Asset liability management (ALM)
  - New products pricing, hedging

### Invested assets by type



- Mortgage loans
- Policy loans
- Partnerships & LLCs
- Cash, Cash Equiv., & ST investments
- Other
- Affiliated and unaffiliated equity
- Real estate
- Derivatives & Other invested assets
- Preferred stock

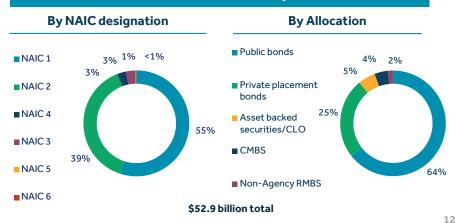


\$79.6 billion total

### Highlights

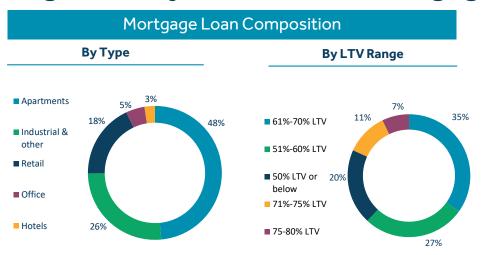
- Strong fixed income credit quality
- Approximately 94% of bond portfolio rated investment grade (NAIC 1 or 2 designation of 55% and 39%, respectively)
- Low LTV mortgage loan portfolio
  - 100% of portfolio in mortgage loans under 80% LTV
  - Low exposure to the Office (5%) and Hotel (3%) sectors
  - Over 90% of portfolio with DSCR greater than 1.3x
- Over 90% of structured securities have NAIC 1 designation

### Breakdown of Fixed-Maturity Securities





### High Quality Commercial Mortgage Loan & Collateralized Portfolio





\$5.5 billion total

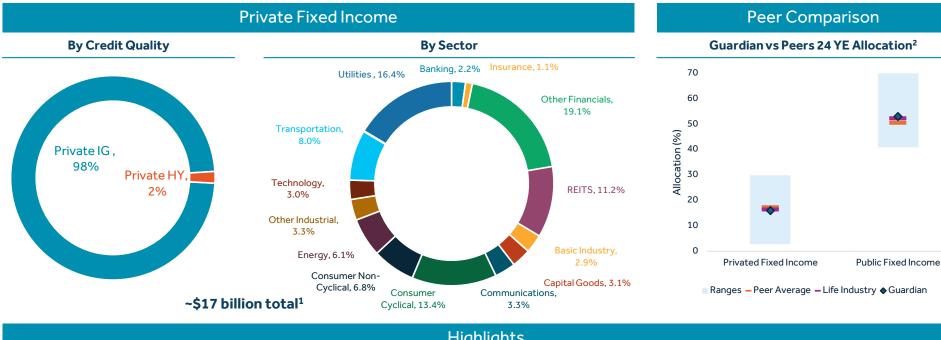
### Highlights

\$7.5 billion total

- Low LTV mortgage loan portfolio
  - 80% of portfolio in mortgage loans below 70% LTV
  - 100% of portfolio below 80% LTV
  - Weighted average LTV of 56%
- Over 90% of portfolio with DSCR greater than 1.3x
- Only 5% exposure to Office Space and 3% to Hotel Sector



### Long & Successful Track Record in High Quality Private Fixed Income



### Highlights

- High quality (98% IG) and highly diversified private bond & loan portfolio (max sector < 20%)</li>
- Illiquid private credit exposure is comparable to peers while maintaining allocation to liquid investments
- Guardian's credit managers underwrite every position utilizing internal ratings; no internal reliance on external ratings
  - ~83% of fixed income portfolio utilizes public ratings. Private letter ratings, driven by competitive and confidentiality considerations, require the same analytic rigor as public ratings
  - ~90% of Guardian's bonds are rated by S&P, Moody's, Fitch, or NAIC SVO; deals rated solely by Egan Jones comprise ~0.3% of the portfolio



- GLIC Consolidated as of Q3'25
- Source: Blackrock Peer Comparison Study YE'24

### **Financial Priorities**

- Preservation of capital and ratings
- 2 Strong enterprise risk management
- 3 Profitable growth
- 4 Productivity and expense management

# 1 Preservation of Capital and Ratings

Strong, Conservative Balance Sheet

Total Surplus	\$9.3 billion	
Total adjusted capital	\$11.7 billion	Key takeaways  Excellent financial strength
Surplus Notes (as a % of TAC)	\$1.5 billion (12.8%)	■ Very high investment liquidity
Invested assets	\$79.6 billion	■Very low leverage
Senior debt	\$0.0 billion	



# Preservation of Capital and Ratings

Consistently Top-Tier Financial Strength Ratings

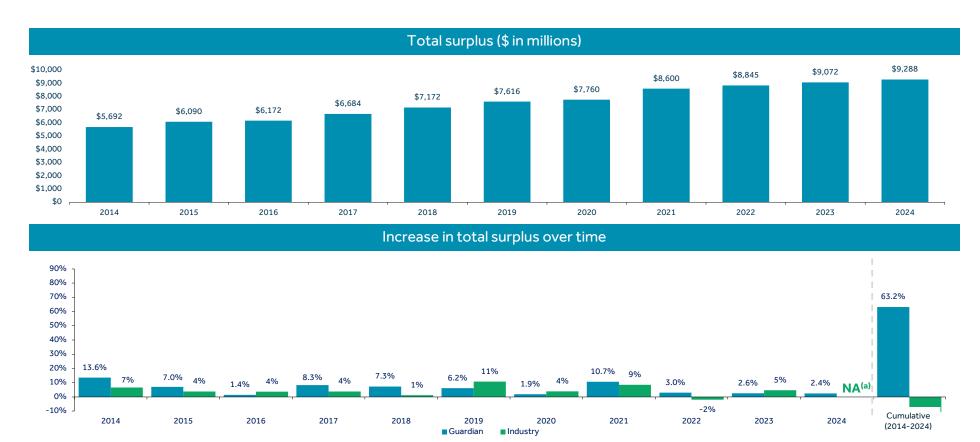
Guardian's ratings profile has been strong across all rating agencies over the last 16 years

### Current **Guardian Financial Strength Agency** Outlook A++ (Superior – highest of 15 ratings) Stable A.M. Best Upgraded in November 2008 from A+ Aa1 (Excellent - 2nd highest of 21 ratings) Stable Moody's Upgraded in September 2022 from Aa2 AA+ (Very Strong – 2nd highest of 22 ratings) Stable S&P Upgraded in July 2008 from AA



# Preservation of Capital and Ratings

Proven Ability to Grow Capital



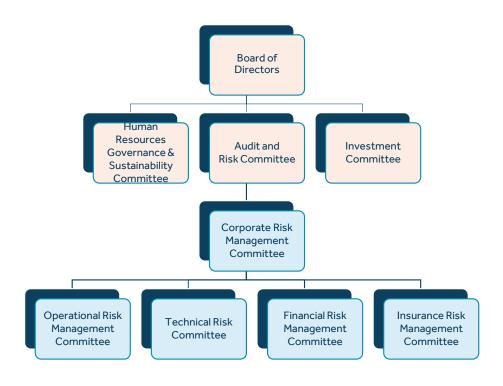


Note: Growth in surplus includes issuance of surplus notes in 2014, 2017, and 2020. Cumulative increase in surplus is from beginning of 2014 to end of 2024. "Industry" comprises all life insurance underwriters domiciled in the U.S. that file statutory reports with the NAIC

(a) Industry data for FY 2024 not released at the time of printing of these materials Source: SNL Financial

# **Strong Enterprise Risk Management**

Board-level Audit & Risk Committee and Corporate Risk Management Committee (CRMC) provide "tone at the top"



- Board-level audit & risk committee exercises significant oversight to obtain reasonable assurance that:
  - ERM processes are operating as designed
  - There is a risk-aware culture throughout Guardian
  - The most significant risks that impact Guardian's strategy are monitored
- Corporate risk management committee provides "tone at the top"
  - Chaired by the chief risk officer, with membership of nearly all of Guardian's leadership team, including the CEO and CFO
  - Sets risk policies and practices that are embedded throughout the organization to guide decision-making
- Independent enterprise risk management team, led by the CRO, partners with the business to promote a strong risk culture and oversees the implementation of the ERM program

# 2 Strong Enterprise Risk Management

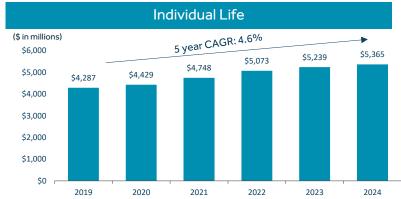
Guardian has a proven ERM framework, with an enterprise-wide risk-awareness culture

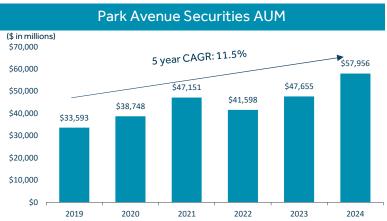
- Insurance Risk: conservative product mix
  - Participating whole life insurance
  - Group benefits products with annual renewal
  - Reinsured variable annuity business in 2022
- Financial Risk: well-designed investment strategy with high quality assets
  - Diversified investments within asset classes
  - Strong focus on asset liability management
  - Frequent and wide-ranging stress and scenario testing
- Robust liquidity framework to withstand extreme market stresses
- Operational Risk: focused on proactive risk management
  - Supported by Guardian's assurance organizations (Internal Audit, Financial Controls, Law and Compliance, Information Security and IT Risk/Controls)
  - Cybersecurity framework relies on a "defense in depth" strategy, utilizing multiple layers of controls to mitigate risks
  - Proven business continuity program, validated during the pandemic
- Dedicated Anti-Financial Crimes Unit which covers anti-fraud programs
- Robust third-party risk management (TPRM) program

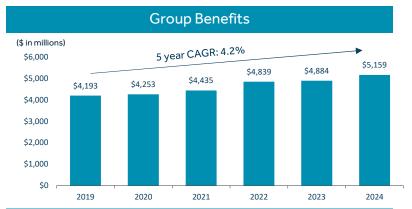


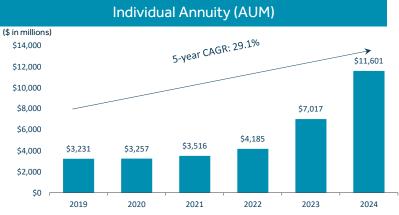
### 3 Profitable Growth

### Premium / Assets Under Management Growth









Note: Fixed Annuities only.

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 $Note: Data \ on \ the \ page \ represents \ consolidated \ figures for \ Guardian \ and \ its \ subsidiaries. Premium \ numbers \ don't \ tie \ with \ page \ 11 \ which \ represents \ premium \ at \ parent \ level \ (GLIC)$ 

# Profitable Growth

### Increased Capital Generation

Year ended December 31									
(\$ in millions)	2016	2017	2018	2019	2020	2021	2022	2023	2024
Premiums	\$7,768	\$8,112	\$8,381	\$8,737	\$8,951	\$9,445	\$9,925	\$10,115	\$10,516
Net investment income	2,052	2,106	2,132	2,304	2,368	2,704	2,537	2,997	3,435
Other income	421	441	344	431	362	390	266	359	552
Totalrevenue	\$10,241	\$10,659	\$10,857	\$11,472	\$11,681	\$12,539	\$12,728	\$13,471	\$14,503
Benefit payments to policyholders	4,293	4,449	4,535	5,055	5,154	5,347	5,180	5,401	6,232
Total benefits and expenses	8,885	9,241	9,461	10,006	10,252	11,054	11,345	11,518	12,285
Gain from operations before taxes and dividends Note: Statutory final	\$1,356	\$1,418	. ,	\$1,466	\$1,429	\$1,485	\$1,383	\$1,953	\$2,218

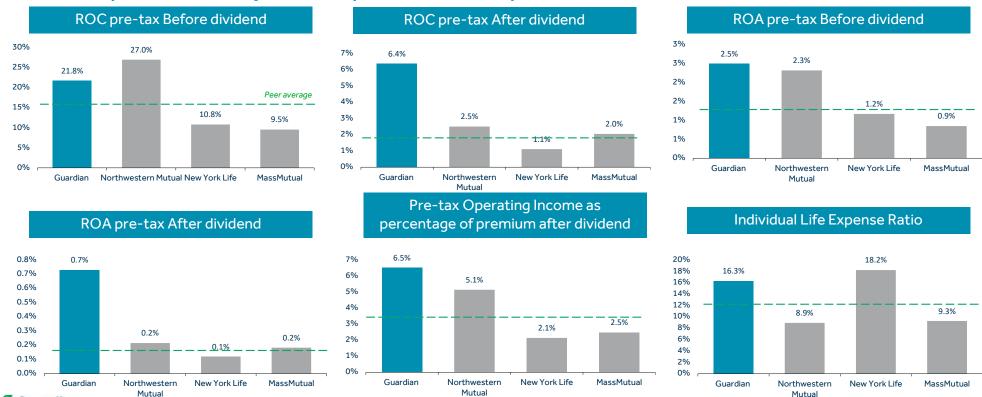
#### **Key takeaways**

- Strong and consistently profitable operating results with 2024 statutory operating income of \$2.2 billion
- Policyholder surplus increased at a CAGR of approximately ~6.0% from 2004 to 2024
- Low-risk, diversified business mix and operating model drive consistency
  - Strong, stable whole life business growing sustainably with capital growth
  - Growth-focused, less interest rate sensitive group benefits business
  - Institutional asset management businesses

### **Productivity and Expense Management**

Guardian's profitability has been consistently above peer mutual average, while the company continues efforts to reduce expenses and invest in profitable growth areas

Guardian performed favorably in 2023 compared to its main competitors (Northwestern Mutual, New York Life, MassMutual):



Mutual

23

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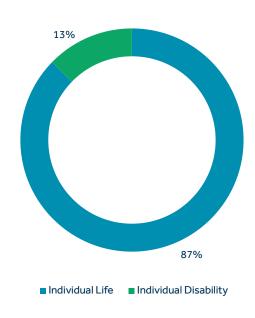
Note: Expense ratios include general insurance expenses and commissions on premiums, annuity considerations and deposit-type contract funds (direct business only). Industry data for FY 2024 not released at the time of printing of these materials Source: SNI Financial

**Additional Financial Information** 

# **Appendix**

### **Individual Markets**

### 2024 business mix by premium income and annuity deposits



Total premium income and annuity deposits (a): \$5,978 million



(a) Premium income is net of reinsurance. Total includes \$169mm loss in Individual Annuity segment

(b) The majority of annuities are reinsured.

### **Description**

### **Key products**

- Participating Whole Life (~90% of individual life product segment premium income in 2024)
- Individual Disability and Multi-Life Disability (Multi-Life introduced in 2007)
- Annuities single premium deferred, fixed indexed and immediate fixed annuities<sup>(b)</sup>
- Wealth Management, Investment Advisory and Retirement solutions through Park Avenue Securities

#### **Distribution model**

- Highly trained, productive career agent network
- Growing brokerage business for participating products
- Wholesalers for multi-life disability
- Fixed annuities sold through GIAC's wholesaling force and third-party registered broker-dealers

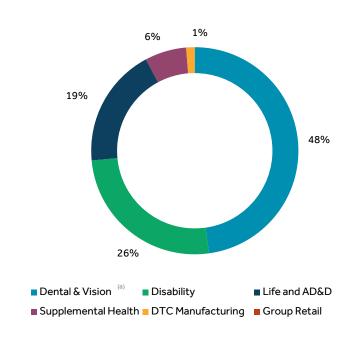
#### **Strategy**

- Continue focus on Whole Life business while maintaining diversified product portfolio to meet wide array of needs
- Target affluent and emerging affluent market segments including professionals, business owners, small- and mid-sized businesses, corporations, banks, principals and partners
- Maintain strong penetration in our career agencies while capturing increasing share of select independent distribution

### **Group Benefits**

### **Group Insurance**

### 2024 business mix by premium income



Total premium income<sup>(b)</sup>: \$5,158 million

#### **Description**

### **Key products**

- Dental PPO and Dental HMO plans offered throughout the United States<sup>(c)</sup>
- **Disability** short and long- term disability income protection
- Life and AD&D death benefit for a fixed period
- Vision Primarily a PPO product that provides comprehensive benefits
- Supplemental Health Accident, Critical Illness, Cancer and Hospital Indemnity products

#### **Distribution model**

- Long-term relationships with independent brokers through highly trained sales reps and benefit advisors
- Currently over 150 group sales professionals and ~16,000 brokers with inforce group insurance product business

### Strategy

- Focus primarily on employers with up to 5,000 employees
- Expand presence in dental, disability & absence management, and supplemental health lines
- Ongoing focus on high quality customer service, product leadership, and distribution effectiveness
- Majority of the business is re-priceable annually



- a) Medical product not offered since 2011
- b) Premium income is net of reinsurance
- (c) DHMO products are marketed in California, Florida, Illinois, Indiana, Michigan, Missouri, New Jersey, New York, Ohio, Colorado and Texas

# **Financial Summary**

(\$ in Millions)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Selected Income Statement Data										
Premiums, Annuity Considerations and Fund Deposits	\$7,334	\$7,768	\$8,112	\$8,381	\$8,737	\$8,951	\$9,445	\$9,925	\$10,115	\$10,516
Net Investment Income	1,985	2,052	2,106	2,132	2,304	2,368	2,704	2,537	2,997	3,435
Total Revenue	9,695	10,241	10,659	10,857	11,472	11,681	12,539	12,728	13,471	14,503
Total Benefits and Expenses	8,289	8,885	9,241	9,461	10,006	10,252	11,054	11,345	11,518	12,285
Net Income	433	368	423	310	549	147	223	14	362	181
Selected Balance Sheet Data										
Total Invested Assets	\$43,180	\$46,919	\$50,455	\$53,070	\$56,602	\$62,099	\$66,044	\$69,561	\$73,402	\$79,566
Total Assets	48,121	51,884	55,569	58,489	62,205	68,045	72,127	76,000	80,266	86,825
Total Liabilities	42,031	45,711	48,885	51,317	54,589	60,285	63,538	67,155	71,194	77,537
Surplus Notes	845	845	1,197	1,198	1,199	1,497	1,498	1,500	1,501	1,502
Total Surplus	6,090	6,172	6,684	7,172	7,616	7,760	8,589	8,845	9,072	9,288

