

IMPACT

2024

Impact Report



Gallagher

Insurance | Risk Management | Consulting

Contents

Introduction

- 3 A Message From Our Chairman and CEO
- 4 A Message From Our Chief Ethics Officer
- 5 The Gallagher Way
- 6 About Gallagher and Our Approach to Sustainability
- 7 Our Contributions to the UN SDGs

1. Our Focus on the Environment

- 9 Sustainability Disclosures
- 11 Helping Our Clients Address Environmental Risk
- 12 200 Days of Sustainability

2. Our Focus on People

- 14 Our People, Our Purpose
- 15 Inclusion and Diversity
- 20 Client Offerings in I&D
- 22 Learning and Development
- 24 Giving and Volunteering
- 26 Workplace Wellbeing/Mental Health Awareness

3. Doing Business the Right Way

- 29 Prioritizing Ethics, Transparency, and Compliance

Appendix

- 33 Select Sustainability Disclosure Information
- 33 Sustainability Index



Introduction

A Message From Our Chairman and CEO

Since my grandfather founded Gallagher almost 100 years ago, we have led with a commitment to supporting the communities where we live and work. At that time, “sustainability” was not a business imperative. But we have always been guided by our culture of integrity, including when it comes to social and environmental issues. It’s The Gallagher Way.

Today more than ever, companies worldwide are adopting sustainable business practices. We believe resilient organizations focus on sustainability, inclusivity, and maintaining the highest ethical standards. We advise our clients to prioritize these principles — the very same principles that guide our own business dealings.

Every year, we strive to make progress on our sustainability focus areas. This Impact Report is just one way we measure our efforts. It provides a snapshot of our environmental accomplishments, our ethical standards, and our commitment to our people.

Additionally, we continue to make progress toward our emissions reduction goals. For the fourth year in a row, our 50,000-plus colleagues worldwide made a difference in their local communities by participating in our 200-Day Sustainability Challenge, which is built on the United Nations Sustainable Development Goals. This challenge demonstrates the impact our diverse team can make when we come together and our long-standing commitment to the United Nations Global Compact.

We also maintain a focus on fostering a vibrant workplace to retain and attract the industry’s top talent. We champion an inclusive and diverse culture, prioritize mental health, and embrace continuous learning to drive the growth of our people and our global organization. We believe that by appreciating every individual’s unique experiences and talents, we can provide exceptional service to our clients and make a positive impact in our communities.

Gallagher is and always will be committed to doing business the right way. We will continue to partner with all our stakeholders to identify sustainability initiatives that align with our business strategy and enrich the communities we serve. When we work together on these important issues, we help ensure a bright future ahead.

Sincerely,



J. Patrick Gallagher, Jr.
Chairman and CEO

“
We believe resilient organizations focus on sustainability, inclusivity, and maintaining the highest ethical standards.”

A Message From Our Chief Ethics Officer

When people join our company, they often tell me that one of the main reasons they chose Gallagher is our commitment to making the world a better place. I'm delighted to hear these sentiments, and I take great pride in promoting Gallagher's amazing culture and history of Leading With Integrity. Across our global organization, there is a clear understanding of our shared values, ethics, and vision. It's called The Gallagher Way.

Forty years ago, when Gallagher was preparing to go public, former CEO Bob Gallagher laid out the foundational tenets for the company's culture, which have served as a true competitive advantage. We have certainly evolved as an organization since that time, and our shared values are now bolstered by our sustainability priorities, including environmental initiatives, social responsibility programs, and strong governance principles.

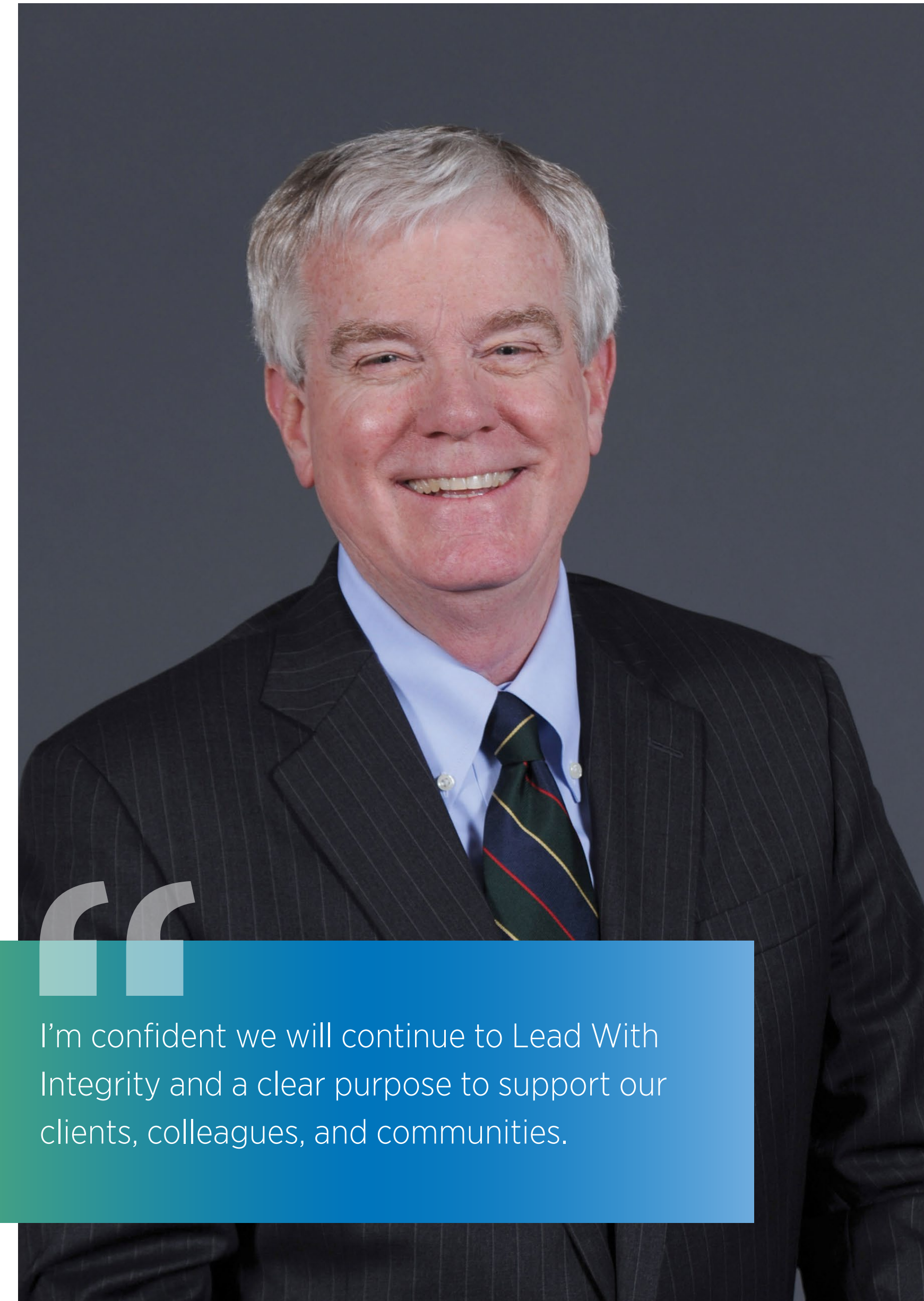
Throughout this report, you will find examples of how we are progressing on our sustainability journey. During the past year, we have moved forward with a number of initiatives, and we continue to be responsive to the evolving regulatory and business environments. Our sustainability actions are guided by the needs of our business partners and our operations around the world.

Our focus continues to be on supporting our more than 50,000 global colleagues, whether that's through opportunities for advancement, offering a wealth of training opportunities, or fostering a supportive and empathetic atmosphere across the organization. Providing our colleagues with a welcoming, inclusive community that is committed to their success will help us deliver on our promises.

I'm confident we will continue to Lead With Integrity and a clear purpose to support our clients, colleagues, and communities. Continuing to live our shared values and thoughtfully expanding our sustainability program will only help us further serve all our stakeholders in the future.



Thomas J. Tropp, M.A.
Global Chief Ethics Officer
tom_tropp@ajg.com



I'm confident we will continue to Lead With Integrity and a clear purpose to support our clients, colleagues, and communities.

Arthur J. Gallagher & Co. has a long-standing history of helping organizations, communities, and people face their future with confidence.

Founded in

1927

Headquartered in
Rolling Meadows, Illinois

\$9.9Bn

Total adjusted brokerage and risk
management revenues

As of December 31, 2023

9.8%

Organic growth rate, combined total
brokerage and risk management segments

As of December 31, 2023

\$48.7Bn **50,000+**

Market cap Employees worldwide

As of December 31, 2023

As of December 31, 2023

960+

Offices globally

130+

Countries served

About Gallagher and Our Approach to Sustainability

Gallagher's Sustainability Approach

For nearly a century, Gallagher has prioritized a Culture of Integrity, demonstrating that sustainability is integral to how we operate. Our approach is guided by the principles of The Gallagher Way. Our Global Sustainability Program, founded on these core values, showcases our dedication to making a meaningful impact on organizations, communities, and individuals.

This year we established a dedicated global Sustainability team, including a corporate sustainability leader and an ESG controller. We expect that this newly formed team will further strengthen our focus on sustainability initiatives.

Environmental Goals: Gallagher is dedicated to reducing our environmental footprint through more sustainable operational and travel practices. We aim to achieve our global operational net zero carbon dioxide equivalent (CO₂e) emissions (Scope 1 and Scope 2) goal by 2050 and have set an interim goal to reduce these emissions by 50% on a consolidated average per-employee basis by 2030 from our 2019 baseline.

Social Responsibility: We aim to prioritize the wellbeing and satisfaction of our colleagues, clients, stakeholders, and communities, which is brought to life through our dedication to outstanding service and our efforts to foster an inclusive culture where everyone can thrive and contribute. Our strong local connections enable us to support local communities where we work, while our collaboration with business partners around the world helps improve diversity in the insurance industry. We remain devoted to creating a space where our employees, clients, suppliers, and stakeholders feel valued, respected, and supported.

Governance: We strive to prioritize high service levels and uphold ethical standards across all our operations, aligning with the United Nations (UN) Sustainable Development Goals (SDGs). Our culture fosters openness, accountability, and integrity, and our colleagues are guided by our Global Standards of Business Conduct, which promote ethical decision-making and maintaining the trust of our clients, colleagues, and communities.

Client Engagement: Gallagher seeks to assist clients in managing physical, transition, and financial risks stemming from environmental challenges. We identify clients' needs and provide solutions, including enhanced insurance coverages, specific risk transfer mechanisms for natural catastrophes, and advisory services to support resilience and adaptation.

Our Contributions to the UN SDGs



At Gallagher, we aim to align our sustainability initiatives to the UN SDGs to create a sustainable and equitable future for all.

SDG	Our Alignment
	Gallagher supports initiatives that contribute to food security and nutrition, particularly in communities where we operate. Through the 200 Days of Sustainability Challenge, local partnerships and community engagement, we seek to help address hunger. Our Gallagher Gives Back program empowers our colleagues to support charities and community groups that address issues such as food insecurity.
	We seek to prioritize the health and wellbeing of our employees. Gallagher's comprehensive health and wellness programs, coupled with our insurance solutions, promote healthy lifestyles and support access to quality healthcare.
	Gallagher invests in education through scholarships, internships, and continuous professional development programs for our colleagues by partnering with educational institutions to enhance learning opportunities and support initiatives that improve educational outcomes.
	We strive to foster an inclusive and diverse workplace where inclusion is a priority. Gallagher promotes equal opportunities for women through leadership development programs, mentorship, and policies that support work-life balance.
	Gallagher seeks to provide decent work conditions and promote economic growth. As an accredited Living Wage employer, we confirm that all colleagues receive a wage that supports a decent standard of living.

SDG	Our Alignment
	Through our risk management services, we strive to help clients build resilient infrastructure and promote innovation. Gallagher's risk management solutions aim to support sustainable industrial practices, and our consulting services aim to drive technological advancements and infrastructure resilience.
	We strive to reduce inequalities by promoting diversity, equity, and inclusion in our workplace and in our business practices. Gallagher supports initiatives that address social and economic disparities and foster inclusive growth.
	Gallagher seeks to contribute to the development of sustainable cities and communities through our risk management and insurance solutions. We support projects that promote climate resilience and sustainable development through our parametric insurance offerings.
	Gallagher promotes the reduction of our environmental footprint and combating climate change through our operational net zero and interim goals.
	We aim to uphold high standards of ethical conduct to foster trust and accountability in all of our interactions. Gallagher's Global Standards of Business Conduct seek to promote transparency, integrity, and respect for human rights.
	Collaboration is at the heart of our approach to sustainability. Gallagher partners with stakeholders, including clients, suppliers, and community organizations, to drive progress on the SDGs. Our participation in the UN Global Compact underscores our focus on global partnerships for sustainable development.



1 Our focus on the Environment

2023 highlights

Expanded use of specific location emission factors (e.g., electricity, travel, etc.) to improve the measurement of our emissions.



¹See table for additional Scope 1 emissions details.

²See table for additional Scope 2 emissions details.

Sustainability Disclosures

Our Net Zero goal

Gallagher has set a global operational net zero goal for direct operations carbon dioxide equivalent (CO₂e) emissions (Scope 1 and Scope 2) by 2050 and an interim goal of reducing consolidated Scope 1 and Scope 2 CO₂e emissions on an average per-employee basis by 50% by 2030.

Each year we work to obtain more data from our locations. Our Scope 1 emissions increased in 2023 as we obtained additional actual data from our locations.

2019–2023 Emissions in metric tons of CO₂e

	2019	2020	2021	2022	2023
Scope 1	2,499	1,651	2,048	2,188	2,312
Scope 2 (Location-Based) ¹	48,072	40,883	39,526	38,465	34,210
Subtotal of Direct Emissions (Scope 1 and 2)	50,571	42,534	41,574	40,653	36,522
Scope 3 (See definition right)	86,842	36,182	36,551	61,668	88,616
Total Inventory	137,413	78,716	78,126	102,321	125,138

2019–2023 Emissions Intensity by FTE²

	2019	2020	2021	2022	2023
Scope 1	.08	.05	.06	.05	.05
Scope 2	1.51	1.25	1.12	.93	.70
Subtotal of Direct Emissions (Scope 1 and 2)	1.59	1.30	1.18	.98	.75
Scope 3	2.72	1.10	1.04	1.49	1.81
Total	4.31	2.40	2.21	2.48	2.56

Definitions

Scope 1: Direct CO₂e emissions from owned and/or managed sources. Given the nature of our business, our operations have historically produced limited Scope 1 emissions compared to certain other industries. Scope 1 emissions primarily come from the purchase and consumption of gas to heat and cool our owned offices and company fleet vehicles.

Scope 2: Indirect CO₂e emissions from electricity and gas usage in our offices. Scope 2 emissions include utility usage data where available, as well as estimates for the remaining office locations based on the average usage per square foot where actual data was available.

Scope 3: Gallagher’s Scope 3 measurements include indirect emissions from sources the company does not own or control, including air travel (Category 6), employee commute (Category 7), hotels and ground transportation (Category 6), waste and recycling (Category 5), and limited purchased goods and services (Category 1).

For purposes of this report, operational net zero means the reduction of Scope 1 and Scope 2 greenhouse gas emissions, as those terms are defined in the Greenhouse Gas Protocol: A Corporate Accounting and Report Standard (Revised Edition) (GHG Protocol) published by the World Resources Institute and the World Business Council for Sustainable Development, to zero tons of CO₂e on a net basis, either by reducing gross volumes of those emissions to zero or by addressing any emissions not reasonably able to be reduced to zero through other methods, which may include the use of carbon credits. Operational net zero does not include Scope 3 greenhouse gas emissions as defined in the GHG Protocol. Without limiting the foregoing, the term “operational net zero” does not have the meaning given to “net zero emissions” in the SBTi Glossary published by the Science Based Targets Initiative (SBTi) or in any other framework, methodology, or other applicable publication. Our global goal is not a “net zero science-based target” within the meaning given in the SBTi Glossary and is not aligned with the SBTi Corporate Net Zero Standard published by the SBTi. In 2023, Gallagher outlined a plan to achieve operational net zero through new ways of managing our electricity sourcing and consumption. For example, in the UK we expect to be able to source 100% of office electricity from renewable sources by 2025 and eliminate all gas-powered fleet vehicles by 2030. In the US we are seeking to work collaboratively with our landlords to improve the energy sourcing and consumption of our leased properties. In 2023, 3.7% of our electricity came from renewable sources.

¹ Location-based method: Considers grid emissions where electricity is used. Gallagher uses area-specific emission factors to calculate electricity from kWh to mtCO₂e.

² Full-time equivalent (FTE): FTE is a unit of measurement that calculates the number of full-time and part-time employees at Gallagher.



Methodology

Gallagher uses conversion factors from the US Environmental Protection Agency (EPA), the UK's Department for Environment Food & Rural Affairs (DEFRA), Canada's Environment and Climate Change department, and New Zealand's Ministry for the Environment to measure and/or estimate emissions in the following categories:

- Company cars (Scope 1)
- Electricity (Scope 2)
- Gas for heating and cooling (Scope 2)
- Employee commuting (Scope 3, Category 7)
- Business travel, including air, hotel, train, taxi, rental cars, etc. (Scope 3, Category 6)
- Purchased goods and services (Scope 3, Category 1)
- Waste from operations, which includes general office waste, recycling waste, paper shredding waste, and water waste. (Scope 3, Category 5)

Those calculations may involve peer, sectoral, geographical, industry, or other averages, emissions factors, and other considerations and may be subject to change from time to time. We seek to continuously enhance our data collection and accounting methods to improve accuracy and consistency. Currently, Gallagher's Internal Audit team audits our data. We do not conduct any independent, third-party data verification. Over the past year, we have made significant changes to our Scope 1, 2, and 3 emissions data collection process. To maintain consistency, we have restated emissions data from previous years, resulting in material changes to our reported emissions for 2019, 2020, 2021, and 2022. These changes include:

- Using more specific local carbon emission factors to calculate more accurate US electricity emissions
- With respect to Scope 1 and Scope 2 emissions data, collecting actual and estimated data with respect to 100% of our global locations (calculated by reference to square feet in our offices).
- With respect to Scope 3 emissions data, collecting actual data for 42% and estimated data for 18% for our global locations (calculated by reference to square feet in our offices).

Helping Our Clients Address Environmental Risk

Gallagher is focused on supporting sustainable economic development and helping our clients manage their climate-related risk and realize opportunities in the transition to a lower-carbon economy.

Transition and Physical Risks

Transition risks are related to the transition to a lower-carbon economy. These risks may involve regulatory, technological, and market changes designed to mitigate greenhouse gas emissions and transition communities to renewable energy sources. Risks can vary based on the speed and effectiveness of these changes, potentially impacting financial stability and reputation. Gallagher seeks to support clients in managing these risks effectively to minimize financial vulnerabilities and enhance market competitiveness. Our guidance spans policy and legal changes, technological innovations, and market disruptions, helping to ensure our clients are well-prepared for the complexities of climate change.

Physical risks stem from climate change impacts, which are categorized into acute and chronic risks. Acute risks include severe weather events, including hurricanes and floods. Chronic risks encompass long-term climate shifts, such as rising sea levels and altered precipitation patterns. These risks pose direct threats to physical property, supply chains, and operational continuity. They can influence financial performance through impacts on water availability, food security, and extreme weather that affects facilities, logistics, and employee safety.

Gallagher works closely with organizations to help identify specific vulnerabilities related to climate-related hazards and develops tailored risk management strategies. Gallagher supports clients in implementing measures to enhance physical risk resilience, such as adopting sustainable infrastructure solutions, diversifying supply chains to mitigate disruptions, and seeking to ensure robust insurance coverage that is tailored to climate risks.

Examples of our client solutions:

- Pollution and environmental release insurance
- Catastrophe/excess coverage driven by climate
- Property and performance coverage for renewable energy products
- Parametric insurance
- Climate change vulnerability assessments
- Environmental stewardship assessments
- Insurance solutions to mitigate risks associated with de-carbonization initiatives
- Reinsurance brokerage for wind and other renewables
- Advisory services on renewable growth opportunities and technical specifications
- Reinsurance brokerage for carbon capture and storage risk

200-Days of Sustainability

From Awareness to Action

Launched in 2021, our annual 200-Day Sustainability Challenge promotes sustainable practices, raises environmental awareness, and encourages the adoption of sustainable habits that positively impact the planet. From the outset, our goal has been to foster lasting changes in our offices, homes, and communities. The program emphasizes teamwork and collective action, encouraging participants to form teams and collaboratively work toward achieving sustainability objectives.

With a significant global presence and the ability to support clients in more than 130 countries, Gallagher's workforce seeks to enrich our diverse communities. Through volunteer efforts, pro bono work, financial contributions, and collaborations with independent nongovernmental organizations (NGOs), we strive to make a meaningful global impact.

Global Effort, Local Impact



As part of our 200 Days of Sustainability initiative, our corporate Sustainability team participated in a Feed My Starving Children food drive, packing daily meal kits for children in need in Honduras.



In June, our Gallagher Gives Back team in India joined forces with the Mother Teresa Navachetana Charitable Trust (MTNC) to conduct educational sessions for school-aged children focused on communication skills.



Gallagher Gives Back colleagues, in partnership with Sustainable Hive, volunteered at Bristol Harbour in England, where they removed over 30kg (66 lbs.) of trash from the harbour.



2

Our focus on People

2023 highlights

- Logged 14,845 volunteering hours in 2023
- Provided employees with access to more than 35,000 learning and professional development programs
- Earned Mental Health America's Platinum-level Bell Seal for Workplace Mental Health Certification

Our People, Our Purpose

People and communities have always been at the heart of our culture and purpose. How we work, advise, and collaborate with our colleagues, clients, and stakeholders across the globe is a distinguishing feature of the Gallagher business.

At Gallagher, We Are a Team

We achieve our aims collectively, as we know that we can't make things happen without one another. We are a team, and together we are dedicated to supporting our people, clients, partners, and communities. This includes:

- Providing our employees with opportunities for professional growth, personal satisfaction, and financial security.
- Building and maintaining long-lasting, consistent, honest, and profitable relationships with our insurance markets to meet and exceed our clients' risk management needs.
- Growing shareholder value by growing our business and dedicating ourselves to increased productivity, profitability, and professionalism.



Inclusion and Diversity

For almost 100 years, Gallagher has embraced the diverse identities of our employees, celebrating and respecting their differences in race, ethnicity, gender identity, sexual orientation, and disabilities, among others.

We strive to foster an inclusive and diverse culture that offers equal employment opportunities for employees, clients, suppliers, and stakeholders to feel valued, respected, and supported. Gallagher's dedication to creating an environment where everyone can reach their full potential is demonstrated through a range of initiatives, including the support of leadership, learning and development programs, inclusive recruitment practices, supplier diversity, and a zero-tolerance discrimination policy.



As of December 31, 2023, approximately 58% of our employees were women, including 47% of managers and 41% of our producers. In the US approximately 27% of our employees were racially/ethnically diverse, including 17% of managers and 21% of producers.

To reinforce our dedication to I&D, we launched several regional and company-wide campaigns in 2023. The campaigns focused on early talent development, female leadership, LGBTQ+ Pride, economic empowerment, and disability awareness.



Diverse Voices, Inclusive Actions

Gallagher continues to seek to build a more robust, diverse talent pipeline through our hiring initiatives, learning and development programs, and specific inclusion and diversity initiatives. Key initiatives and themes include:

Supplier Diversity: Gallagher’s supplier diversity program seeks to develop a supplier base that reflects the diversity of the communities where we live, work, and serve, which may help achieve outcomes such as increased competition, risk mitigation, and innovation. The program is focused on identifying, pursuing, and tracking opportunities to support our diverse supply chain. This includes certified small, community-based suppliers; businesses owned by racial or ethnic minorities, women, people with disabilities, military veterans; and LGBTQ+ certified businesses.

Global Inclusion and Diversity Committee: The Global Inclusion Diversity Committee (GIDC) is a group of leaders across divisions and geographies who meet regularly to discuss, develop, and identify strategies, initiatives, and policies to foster an inclusive and diverse workplace culture.

The GIDC collaborates with stakeholders to drive awareness, education, and engagement on I&D topics. The GIDC helps Gallagher remain at the forefront of creating an environment where all employees feel valued, respected, and supported.

Global Inclusion Roundtable: The Inclusion Roundtable is a group of inclusion & diversity (I&D) leaders and stakeholders who are involved in the ongoing I&D work of their respective divisions, regions, and areas. They meet regularly to share best practices, remain apprised of corporate initiatives, and leverage tools and resources to support local I&D efforts. Group members provide updates on local I&D priorities to their divisions and collaborate to drive common I&D goals globally.

US Inclusion Champion Network: Our US Inclusion Champion Network provides colleagues an opportunity to learn more about I&D, resource sharing, and volunteer opportunities.



Reconciliation Action Plan (RAP):

Gallagher Australia is dedicated to reconciliation. Through our actions, we aim to strengthen our connection with Aboriginal and Torres Strait Islander communities and ensure we continue to find ways to engage, acknowledge, respect, and celebrate the rich diversity of histories and cultures of Australia’s First Nations peoples.

Photo of artwork commissioned for the RAP.

Diversity Metrics: These key performance indicators (KPIs) and data points help us measure our I&D progress and performance. Key stakeholders can then use this information to inform decisions and support change. Some standard metrics include:

- **Workforce Diversity:** Measures the representation, promotions, and turnover of different demographic groups within Gallagher.
- **Leadership Representation:** Measures the representation of different demographics at the manager, executive, and board levels.
- **Employee Engagement and Inclusion:** Measures the extent to which employees have a sense of belonging, authenticity, and equity.
- **Supplier Diversity:** Measures the percentage of spend among diverse suppliers and the growth of the supplier diversity program.

Inclusive Hiring

Gallagher is dedicated to promoting equality for all employees and job applicants. We aim to create a working environment where all individuals are able to make the best use of their skills, free from discrimination or harassment, and where all decisions are based on merit. We want to provide a workplace where people feel comfortable and confident and are treated with respect and dignity. Some specific examples include:

- Working together, Gallagher's Diversity and Talent Acquisition teams work to support diversity with all hires across corporate functions.
- Engaging with organizations and programs such as LINK LGBTQ+ Insurance Network in Canada and the UK and the US Department of Defense's Skillbridge Program to support the inclusion of diverse candidates in our candidate pools.
- Offering programs like our Latin American Leadership Program to nurture leadership skills and recruit diverse talent.

Military Veteran Translator — Our AJG.com Careers site includes a Military Veteran Skills Translator, which gives US military veterans the ability to provide their military occupational specialty (MOS) code and search for potential Gallagher roles that align with their military skills and experience.

Gallagher was recognized for its support of deployed military veterans in 2022 with the Above and Beyond Award presented by the Employer Support of the Guard and Reserve State Committees.



Diversity Celebrations, Vibrant Cultures, and Inclusive Events

Gallagher celebrates heritage months to recognize and honor diverse cultures, traditions, and contributions of specific racial, ethnic, and cultural groups. Through these global celebrations, we promote cultural understanding, appreciation, and respect among employees.

Black History and Heritage Month

We celebrate Black History and Heritage month each February. Teams organize events and activities to honor and celebrate the contributions of Black individuals and communities. The aim is to raise awareness and promote dialogue around Black history, culture, and contributions in fields such as the arts, sciences, politics, and civil rights.

International Women’s Day (IWD)

Gallagher recognizes women’s achievements and contributions globally. It seeks to prompt discussions and initiatives to address gender disparities and promote women’s advancement in the workplace.

Mental Health Awareness

Mental Health Awareness Month at Gallagher is a month-long observance aimed at promoting mental health and emotional well-being and support among employees. We provide colleagues with educational resources on mental health topics.

LGBTQ+ Pride Celebration

June kicks off a global celebration of LGBTQ+ Pride, with Gallagher joining in on celebrating inclusivity and empathy. Over the years, Gallagher teams have participated in numerous local Pride parades and events by sponsoring and organizing employee participation.

International Day of the World’s Indigenous Peoples

On August 9, we recognized the International Day of the World’s Indigenous Peoples and raised awareness of the importance of preserving Indigenous cultures. For the 2nd year in a row, Gallagher was a sponsor of the Women Empowering Women for Indigenous Nations (WEWIN) conference, which focuses on empowering Indigenous women and girls.

Dive In Festival

As a global sponsor, Gallagher and our employees are highly engaged in the Dive In Festival, an annual global event that promotes I&D in the insurance industry. With over 130 events in 35 countries and 500-plus speakers across the globe, the Dive In Festival supports conversations on diversity, equity, and inclusion.



Partnering For a Better Cause

Dress for Success

Dress for Success is a leading global nonprofit employment resource for women that empowers them to transform their careers and re-imagine their futures. As part of a partnership with Dress for Success affiliates, Gallagher provides training on building a resume, preparing for an interview, and developing a LinkedIn profile.

Black Insurance Industry Collective (BIIC)

Gallagher is a founding sponsor of the Black Insurance Industry Collective (BIIC), which is a collective of Black insurance professionals and organizations in the US and Canada that promote diversity, equity, and inclusion within the insurance industry.

National Center for Civil and Human Rights

As an official partner of the National Center for Civil and Human Rights, and through our partnership with AMB Sports & Entertainment, Gallagher supports the museum and cultural institution, which connects the US civil rights movement to human rights challenges today.

World Rugby

Gallagher and World Rugby have established a multi-year global partnership, making us an official partner of Women’s Rugby, WXV, and the Rugby World Cup 2025. The partnership focuses on promoting gender equality, inclusivity, and the impact of women within rugby.

Hollywood Park

Gallagher is the presenting partner of Hollywood Park’s Small Business Workshops Series. The Series, one of our community assets with our Hollywood Park partnership, has empowered Inglewood, California-area entrepreneurs by providing them with business and marketing information. The eight-session series educates between 20 and 30 small business owners on assorted business topics and marketing strategies to help their businesses thrive.



An inclusive culture

Gallagher contributes to the welfare of our communities through partnerships and sponsorships. We collaborate with business and industry partners on improving diversity in the insurance industry. Partnership examples in North America include the Latin American Association of Insurance Agencies (LAAIA), the National Gay and Lesbian Chamber of Commerce (NGLCC), and the National African American Insurance Association (NAAIA), along with several others. Gallagher is proud to partner with Special Olympics International and promote inclusion, equity, and acceptance around the world. Gallagher will be the 2025 Special Olympics Winter World Games Supporting Sponsor, 2026 Special Olympics USA Games Gold Sponsor, and 2027 Special Olympics Summer World Games Supporting Sponsor.

Client Offerings in I&D

Gallagher Connect Partners

Gallagher Connect Partners is designed to better serve our clients and address the insurance sector’s diversity gap. This network comprises minority-owned, woman-owned, veteran-owned, and other diverse, certified insurance firms. Gallagher collaborates with participating firms to address our clients’ insurance, risk management, and supplier diversity needs.

Our Approach

Gallagher Connect Partners aims to tackle the challenge of meeting diversity goals through innovative solutions. Many companies struggle to achieve their supplier diversity goals using traditional suppliers. By partnering with certified diverse firms across 40-plus US states, Gallagher Connect Partners bridges this gap. We combine Gallagher’s global resources with our partners’ local knowledge and specialized capabilities to provide tailored solutions that meet our clients’ different needs.

We believe this collaboration not only supports supplier diversity but also strengthens organizational resilience and strategic agility.

Our Impact: Our network of 70-plus diverse certified providers exemplifies our dedication to fostering a diverse and inclusive marketplace. We believe these partnerships allow us to deliver unparalleled value, offering expertise across various sectors, from universities to airports, and comprehensive coverage and industry-specific insights.



Our partnership with Gallagher Connect Partners allowed us to engage a major global insurance broker while continuing to support a local, minority-owned firm. This collaboration demonstrates Gallagher’s commitment to both excellence in service and advancing supplier diversity.”

— Gallagher Connect Client

Working with Gallagher allows me to leverage my expertise in diverse markets, knowing that Gallagher values and supports my contributions across different industries. It’s a partnership that aligns with our mutual commitment to client satisfaction and industry excellence.”

— Gallagher Connect Partner

Diverse Vendor Access Program

The Diverse Vendor Access Program gives our clients' suppliers the opportunity to explore the best terms and conditions for their property and casualty coverages at competitive pricing while also allowing them to meet their clients' contractual insurance requirements so they can qualify for more business opportunities. In turn, our clients can mitigate their risk, expand their pool of vendors, and meet their supplier diversity goals. In 2023, Gallagher placed over \$1.3B in premium for diverse-owned businesses and works with more than 7,000 diverse-owned businesses.

Diversity, Equity, and Inclusion (DEI) Consulting

Gallagher has created a consortium of minority- and woman-owned DEI consultants to assist clients with advancing their DEI strategies. DEI Consulting focuses on six key services (data collection and analytics; human resources services; communication strategies; customized DEI strategies; talent development; and focus groups, facilitation, and training) to help clients achieve their diversity, equity, and inclusion goals in a way that is integrated with their existing insurance program.

Insurance Premium Finance Program

Our innovative Insurance Premium Finance Program offers a practical solution for organizations to achieve their supplier diversity objectives and optimize cost efficiencies. As part of Gallagher Connect Partners, the Insurance Premium Finance Program allows our clients to include insurance premiums paid through the program toward their goals.

2023 Awards

- Gallagher received the Human Rights Campaign (HRC) Foundation's Equality 100 Award and earned a top score on the HRC's Corporate Equality Index for the 5th consecutive year.
- Forbes listed Gallagher as one of America's Best Large Employers 2023.
- Gallagher earned Mental Health America's Platinum-level Bell Seal for Workplace Mental Health Certification.



Learning and Development

Fostering a Better Future

Learning is the key to unlocking human potential. At Gallagher, we empower our colleagues to grow through mentorship and personalized development plans. We offer access to more than 35,000 on-demand business skill trainings across 18 languages. These resources support learning, as well as personal and professional development.

Developing Young Talent

The Gallagher North American Sales Internship Program, which we refer to as GSIP, has been a key part of our talent development strategy for nearly 60 years. Our Chairman and CEO, J. Patrick Gallagher, Jr., began his journey as an intern, underscoring the program's significant role in our leadership legacy. In 2023, 465 interns participated in the GSIP program.

The program seeks to expose participants to a wide array of business acumen and sales skills to enhance their professional knowledge.

Gallagher Career Associates Program (GCAP)

Most of the interns that progress through GSIP go on to participate in our Gallagher Career Associates Program (GCAP). A two-and-a-half-year development program, GCAP incorporates traditional training curriculum, experiential learning, and competition and coaching to accelerate sales performance.

With more than 350 participants across three concurrent cohorts, the program facilitates networking and collaboration across our business to cultivate professional relationships and generate business opportunities.

The Achieve Program

The Achieve Program is a US career development program that provides participants with the knowledge to succeed as a client service professional at Gallagher. Focused on communication, technical insurance, real-life case studies, and field experiences, the program offers participants the opportunity to learn insurance, find career mentorship and support, and grow their career.

Gallagher Learning and Development Programs (Gallagher Global Brokerage APAC Australia/New Zealand)

The programs aim to provide personal and professional career development opportunities, including leadership development programs; a Women in Insurance program; the Gallagher College learning suite and eLearning courses; LMI College of Insurance and Risk courses; mentoring; and compliance training.

Learning and Development Throughout Your Career

Beyond our early talent initiatives, Gallagher offers tailored programs that cater to various career stages and aspirations. These programs not only focus on enhancing professional skills but also on supporting personal development and leadership growth.

Leadership Academy

The Leadership Academy in the UK consists of a number of leadership development programs that offer training for different levels of leadership, from those stepping into leadership roles to those who need executive development. New additions include two women's development programs, one aimed at senior-level female leaders and another focused on emerging female leaders.



Women Returners

The Women Returners program in the UK is one example of Gallagher's Learning & Development team supporting our wider I&D ambitions. The aim is to enrich the talent pool with diverse backgrounds and experiences. The program supports women who have been out of work for 18 months or longer, regardless of their previous job roles. The program seeks to empower returning professionals to relaunch their careers, make the most of transferrable skills, and chart their professional trajectory.

Growing Gallagher Greats (G3)

Our 18-month G3 Program seeks to develop select employees into tomorrow's leaders by taking a proactive role in their growth, development, and success through mentorship and providing an opportunity for them to actively participate in strategic initiatives. G3 is geared toward high-potential talent with at least six months of experience who consistently demonstrate exceptional skills, aptitude, and leadership qualities.

More than 40% of program graduates have earned promotions since 2015, with roughly 30% achieving promotions within one to two years of their participation.

Artex Accelerate Program

Artex, Gallagher's alternative risk and capital solution provider, offers the Artex Accelerate program, which is designed to accelerate growth, cultivate high-potential talent, and foster career progression. The program features a webinar series that focuses on business strategies across Artex, leadership development and coaching, and a heavy emphasis on group projects focused on real business challenges.

Gallagher Bassett Career Development Framework

Gallagher Bassett, the premier property/casualty third-party claims administrator, has a career development framework that helps employees acquire the skills they need for current and future success and to identify transferable skills that apply to other opportunities within Gallagher Bassett.

Gallagher Re Academy REACH

REACH is an 18-month career development program at Gallagher Re, the reinsurance brokerage division of Gallagher, for new-to-industry professionals that features a structured introduction to the reinsurance world. The program focuses on communication, technical reinsurance, sales, case studies, and personal effectiveness skills.



Giving and Volunteering

A determination to make a difference globally

Giving back to the community is fundamental to Gallagher’s values. We actively encourage our employees to volunteer and contribute to improving our communities. Over the past year, this has resulted in record cash donations to various charities, from wildlife conservation and green space protection to disaster relief.

In 2023, Gallagher employees contributed more than 14,800 volunteer hours and supported over 2,500 charities. We believe every Gallagher colleague is a vital link to our local communities, and we aim to strongly support charitable initiatives where we live and work.

2023 Total Contributions (Including Gallagher Match)	\$3,317,359.76
2023 Total Volunteer Hours	Nearly 15,000

Our Giving and Volunteering Highlights

- **Turkey and Syria Earthquake 2023:** A series of large earthquakes struck southern and central Turkey and parts of northern Syria in 2023, damaging thousands of buildings. Gallagher employees contributed to the Red Cross, and The Gallagher Foundation matched each employee contribution.
- **Support for Communities in Libya and Morocco:** The Gallagher Foundation matched any donation up to \$1,000 toward flood and earthquake relief efforts in Libya and Morocco. The matching gift relief program helped the Red Cross provide food, shelter, clean water, and other critical items to those in need.
- **Working with Vulnerable Communities in India:** During 2023, Gallagher collaborated with an NGO that works alongside women and children from homeless, migrant, and nomadic communities in India to support them with day-to-day essentials.
- **Global Office Community Support:** Our offices around the world actively plan their own volunteer events to benefit their local communities. In one instance, our Fond du Lac, Appleton, Wausau, and De Pere, Wisconsin, offices conducted a diaper drive and collected more than 4,100 diapers and 2,800 baby wipes to benefit Jake’s Network of Hope, a non-profit that distributes hygiene products and essential daily living items. Participants also raised over \$550 in cash donations, with the Gallagher Foundation matching funds to improve the lives of children and families in Wisconsin. On an individual level, each office is supporting their community, and together, we believe our offices are making a difference in the world.



Caring Beyond Business

Gallagher Gives Back

The global program encourages employees to volunteer and participate in charitable activities and community service projects, including food drives, environmental clean-ups, mentorship programs, and fundraising activities that benefit regional nonprofits.

Payroll Giving

In the UK, payroll giving offers employees the opportunity to give regular support to charities of their choosing. Regular employee contributions can help recipient charities more effectively plan and implement their programs.

Disaster Relief Support

The Gallagher Foundation provides financial support for disaster relief efforts following natural disasters. Funds pay for emergency necessities, including food, water, shelter, and medical supplies.

Workplace Wellbeing/Mental Health Awareness

A Holistic Approach to Overall Wellness

Gallagher’s people-first culture takes a holistic approach to employee wellbeing, including physical, mental, and emotional health and recognizing the importance of cultural and social identities.

In 2023, Gallagher provided all employees with a mental wellbeing day to promote awareness of the significance of mental health and overall wellness.

- **Gallagher’s Thrive:** In the US, we have a wellbeing program that offers employees activities that promote physical and mental health. Whether tracking health progress through apps and devices or joining wellness sessions, employees can participate at their own pace and comfort level.

- **Community and encouragement** are part of the program, which encourages social support by inviting friends and family to participate and motivate one another to achieve better health. The Gallagher Thrive Wellbeing Program recently expanded into Canada and the UK.
- **Family Support:** Recognizing that wellbeing extends to families, Gallagher provides access to a variety of its benefits plans and programs to spouses/domestic partners and dependent children.





- **Support Services:** Provided through ComPsych, these services for employees and their families include counselling sessions, legal assistance, work-life referrals, financial resources to address daily life concerns, and much more. These services are available across multiple countries where Gallagher operates.
- **Mental Health Training in the UK:** Gallagher Benefit Services, our employee benefits consulting division, partners with training provider Aviva to offer comprehensive mental health training sessions that cover a variety of helpful topics, including HR and line manager mental health training, mental health awareness, and stress and resilience training.
- **Work-life Balance Audits:** Gallagher promotes hybrid work arrangements and provides employees with flexibility and work-life balance.



Celebrating Excellence

Platinum Level Bell Seal for Workplace Mental Health Certification recognition by Mental Health America.

Recognition for employers committed to implementing workplace practices and standards that foster positive mental health and wellbeing among their employees.



3

Doing Business
the Right Way

Prioritizing Ethics, Transparency, and Compliance

At Gallagher, we believe ethical standards and transparency are foundational to our operations. We strive to foster a culture of openness, accountability, and integrity, guided by our Global Standards of Business Conduct and The Gallagher Way tenets. This approach, which helps us meet our regulatory obligations, has supported our long-term success and our standing as a trusted leader in the risk management industry.

- **Human Rights:** We strive to operate in compliance with global employment and human rights laws and aim to ensure fair treatment, reasonable working conditions, and a safe environment for all employees. We have a zero-tolerance policy against child labor, forced labor, and human trafficking, with rigorous protocols to report suspected violations promptly.

- **Ethical Business Practices:** Gallagher expects our colleagues to compete fairly and ethically, adhering to antitrust and competition laws to promote fair competition and trust in our industry relationships. With this purpose, we maintain policies that prohibit practices such as price fixing, bid rigging, and market allocation.
- **Protecting Confidentiality and Integrity:** Gallagher aims to safeguard sensitive information, intellectual property, and company assets through robust privacy and security policies and standards. Employees are required to handle confidential data responsibly, comply with information security protocols, and promptly report any breaches.

- **Training and Compliance:** Mandatory training programs are expected to equip Gallagher employees with the knowledge and skills necessary to effectively navigate regulatory landscapes. Topics covered include anti-corruption, workplace harassment prevention, data protection, among others. These initiatives underscore our dedication to continuous improvement and ethical conduct.
- **Political Compliance:** Gallagher promotes adherence to laws governing political activities, lobbying, and contributions.

For detailed information on our policies and practices, please refer to [Gallagher's Global Standards of Business Conduct](#).

Reporting Concerns

We encourage an environment where open, honest communications are the expectation, not the exception. Our Global Standards of Business Conduct reinforce our culture of openness and accountability while providing colleagues with guidance on how to raise concerns confidentially.

All colleagues have access to our Ethics & Compliance helpline, a confidential and, where legally allowed by local law, anonymous reporting platform. Our policy requires that all reports are thoroughly investigated and resolved.

Data Privacy

Gallagher is committed to data privacy and protection. We have implemented global and regional policies to safeguard sensitive information through various means, including technical safeguards, procedural requirements, and policies.

The Global Chief Privacy Officer leads our privacy program, supported by regional Privacy Leads. We are dedicated to the lawful processing of data and protecting client information, adhering to strict privacy policies, standards, and guidelines.

All colleagues must complete annual data handling and data privacy training. Regular testing exercises (e.g., tabletop exercises and drills) are focused on promoting that colleagues are aware and equipped to protect client and company information against unauthorized use and compliance with data privacy regulations.

Supply Chain Sustainability

We seek out supplier partners that not only deliver exceptional products and services but also align with our values and demonstrate respect for the communities and environment in which they operate.

Gallagher has put in place formal policies that establish a governance and control framework for suppliers. The framework includes thorough supplier selection assessments, transparent terms, and regular monitoring for our critical outsource partners. Our Supplier Code of Conduct also outlines our expectations regarding ethical conduct, human rights, labor practices, and environmental stewardship. By adhering to these principles, we seek to foster a responsible and sustainable supply chain.



Industry Engagement and Collaboration

To help progress toward SDG 17, Partnerships for the Goals, we are focused on supporting the insurance brokerage industry's development across sustainability issues.

Through our memberships and partnerships with governing bodies and research institutes, we seek to promote transparency, share best practices, and contribute to research. Our memberships and engagement include:

UN Global Compact

The UN Global Compact is one of the world's largest corporate sustainability initiatives, aiming to "accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the SDGs through accountable companies and ecosystems that enable change." It encourages companies to:

- Do business responsibly by aligning their strategies and operations with [Ten Principles](#) on human rights, labor, environment, and anti-corruption.
- Take strategic actions to advance [broader societal goals](#), such as the [UN Sustainable Development Goals](#), with an emphasis on collaboration and innovation.

EcoVadis

EcoVadis is a provider of business sustainability ratings that has a global network of more than 130,000 rated companies, including Gallagher. Its methodology is built on international sustainability standards, including the Global Reporting Initiative, the United Nations Global Compact, and ISO 26000. Annually we complete a survey that EcoVadis assesses to provide a scorecard. Some of our business partners have access to our scorecard, such as our suppliers.

ClimateWise

Our UK team partners with ClimateWise, a growing global network of leading insurance industry organizations that helps align its members' expertise to support society in responding to climate change risks and opportunities. ClimateWise is part of the Centre for Sustainable Finance at the University of Cambridge, which brings together the insurance industry and related organizations with academic expertise and global sustainability leaders to tackle climate change.

CDP

We actively engage with CDP, a global non-profit that runs the world's leading environmental disclosure platform, by participating in CDP's annual questionnaires that focus on environmental impact and global efforts in combating climate change. Our disclosure to CDP helps us track our progress.

S&P Corporate Sustainability Assessment

We participate in S&P's Corporate Sustainability Assessment, which evaluates companies' sustainability performance across multiple dimensions. The survey provides critical insights into our sustainability strategies and helps us identify improvement areas. Our engagement with S&P helps us to stay ahead of evolving sustainability trends, manage risks, and seize opportunities to create long-term stakeholder value.

The image features a high-angle, aerial photograph of a rugged mountain range. The terrain is characterized by deep, dark shadows in the valleys and bright, golden-brown highlights on the peaks and ridges, suggesting a dry, rocky environment. A prominent, light blue curved line runs across the image, separating the natural landscape on the left from a solid blue gradient background on the right. The word "Appendix" is centered in the blue area in a white, sans-serif font.

Appendix

Select Sustainability Disclosure Information

Electricity Breakdown (MWh)	Location-based method	58,164,729
Waste (lbs.)	Mixed waste Recycled waste Paper waste	2,364,193 487,571 1,777,537
Water (gallons)	Water consumption	46,478,628

Sustainability Index

Disclosure Title	Response	GRI	TCFD	SASB
Organization and its Reporting Practices				
Organizational details	2023 10k, pp. 5-9	2-1	—	—
Entities included in the organization's sustainability reporting	Except as otherwise noted, our sustainability report describes matters relating to Gallagher. 2023 10k, Exhibit 21.1	2-2	—	—
Reporting period, frequency, and contact point	2024 Impact Report, pp. 38-40	2-3	—	—
Restatements of information	Gallagher has restated our 2019-2022 emissions data to reflect methodology revisions and the obtaining of retrospective data, p. 10	2-4	—	—
External assurance	None	2-5	—	—

Description	Response	GRI	TCFD	SASB
Activities and workers				
Activities, value chain, and other business relationships	2023 10k, pp. 5-9	2-6	—	—
Employees	2023 10k, pp. 9-10	2-7	—	—
Workers who are not employees	Information has not yet been compiled and verified.	2-8	—	—
Governance				
Governance structure and composition	2024 Proxy Statement , pp. 1-14 2023 10k, pp. 127	2-9	—	—
Nomination and selection of the highest governance body	2024 Proxy Statement, pp. 1-14 2023 10k, pp. 127	2-10	—	—
Chair of the highest governance body	2024 Proxy Statement, p. 8	2-11	—	—
Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, pp. 9-12	2-12	Governance. Describe the board's oversight of climate-related risks and opportunities.	—
Delegation of responsibility for managing impacts	2024 Proxy Statement, pp. 9-12	2-13	Governance. Describe management's role in assessing and managing climate-related risks and opportunities.	—
Role of the highest governance body in sustainability reporting	2024 Proxy Statement, p. 12	2-14	Governance. Describe management's role in assessing and managing climate-related risks and opportunities. Risk Management. Describe the organization's processes for identifying and assessing climate-related risks.	—
Conflicts of interest	2024 Proxy Statement, pp. 1, 15; Global Standards of Business Conduct, p. 22	2-15	—	SV-PS-510a.1
Communication of critical concerns	2024 Proxy Statement, pp. 9, 13	2-16	—	—
Collective knowledge of the highest governance body	Governance Guidelines , p. 6	2-17	—	—

Description	Response	GRI	TCFD	SASB
Evaluation of the performance of the highest governance body	2024 Proxy Statement, p. 8; Governance Guidelines, p. 7	2-18	—	—
Remuneration policies	2024 Proxy Statement, p. 14; Governance Guidelines, p. 5	2-19	—	—
Process to determine remuneration	2024 Proxy Statement, p. 14; Governance Guidelines, p. 5	2-20	—	—
Annual total compensation ratio	2024 Proxy Statement, p. 47	2-21	—	—
Strategy, policies, and practices				
Statement on sustainable development strategy	2024 Impact Report, p. 6	2-22	—	—
Policy commitments	2024 Impact Report, pp. 5, 29-30; Global Standards of Business Conduct; The Gallagher Way	2-23	—	—
Embedding policy commitments	Global Standards of Business Conduct, p. 10; The Gallagher Way	2-24	—	—
Processes to remediate negative impacts	Global Standards of Business Conduct, p. 9	2-25	—	—
Mechanisms for seeking advice and raising concerns	Global Standards of Business Conduct, p. 9	2-26	—	—
Compliance with laws and regulations	2023 10k, pp. 8-10, 46, 75-83, 108	2-27	—	—
Membership associations	2024 Impact report, p. 31	2-28	—	—
Professional Integrity				
Communication and training about anti-corruption policies	Global Standards of Business Conduct, p. 31	205-2	—	—

Description	Response	GRI	TCFD	SASB
Environmental				
Direct (Scope 1) GHG Emissions	2024 Impact Report: Sustainability Disclosures, p. 9	305-1	Metrics & Targets. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	—
Energy indirect (Scope 2) GHG Emissions	2024 Impact Report: Sustainability Disclosures, p. 9	305-2	Metrics & Targets. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	—
Other Indirect (Scope 3) GHG Emissions	2024 Impact Report: Sustainability Disclosures, p. 9	305-3	Metrics & Targets. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	—
GHG Emissions Intensity	2024 Impact Report: Sustainability Disclosures, p. 9	305-4	Metrics & Targets. Provide the weighted average carbon intensity, where data are available or can be reasonably estimated, for each fund or investment strategy.	—
Reduction of GHG Emissions	2024 Impact Report: Sustainability Disclosures, p. 9	305-5	Strategy. Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term. Strategy. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. Metrics & Targets. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	—
Inclusion and Diversity				
Diversity of governance bodies and employees	2024 Impact Report, p. 15, 2023 10k, p. 10	405-2	—	SV-PS-330a.1
Public Policy				
Political contributions	We have made no political contributions	415-1	—	—
Data Security				
Description of approach to identifying and addressing data security risks	2024 Impact Report, p. 30	—	—	SV-PS-230a.1.
Description of policies and practices relating to collection, usage, and retention of customer information	2024 Impact Report, p. 30	—	—	SV-PS-230a.2.

ISSB Index			
IFRS: S2 Metric/Target	Description	Response	IFRS Code
Greenhouse Gases	Disclose absolute gross greenhouse gas emissions for reporting period, classified by scope (1, 2, and 3).	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)
	Measure greenhouse gas emissions following the GHG Protocol standards unless otherwise mandated.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)(ii)
	Disclose measurement approach, inputs, assumptions, and any changes made during reporting period.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)(iii)
	Disaggregate emissions between consolidated accounting group and other investees for Scope 1 and 2 emissions.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)(iv)
	For Scope 2 emissions, disclose location-based emissions and relevant contractual instruments.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)(v)
	For Scope 3 emissions, disclose emission categories and additional information for Category 15 or investments.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:29(a)(vi)
Climate-related Transition Risks	Disclose amount and percentage of assets/business activities vulnerable to climate-related transition risks.	2023 10k, pp. 21	S2:29(b)
Climate-related Physical Risks	Disclose amount and percentage of assets/business activities vulnerable to climate-related physical risks.	2023 10k, pp. 21	S2:29(c)
Internal Carbon Prices	Explain application of carbon price in decision-making and disclose price per metric ton of greenhouse gas emissions used for cost assessment.	None to report	S2:29(f)
Remuneration	Describe how climate-related considerations are factored into executive remuneration and the percentage of executive management remuneration linked to climate-related considerations.	2024 Proxy Statement, pp. 14; Governance Guidelines, p. 6	S2:29(g)
Climate-related Targets	Disclose quantitative and qualitative targets set to monitor progress towards strategic goals and targets required by law or regulation, including greenhouse gas emissions targets.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:33
	Include metric used to set target, objective, part of entity to which target applies, period, base period, milestones/interim targets, whether target is quantitative (absolute or intensity), and how latest international climate change agreement informed the target.	2024 Impact Report: Sustainability Disclosures, p. 9	S2:33

Reporting Scope

Except where specifically noted, the Impact Report covers subject matter and data for the fiscal year ended December 31, 2023, and is limited to the operations owned, leased or operated by Gallagher. References to the company, our, we, or us mean Gallagher, unless the content indicates otherwise. The report was published on, and provides information and opinions as of December 23, 2024. We assume no obligation to update the information herein, which is subject to change without notice.

Information Concerning Forward-looking Statements

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. When used in this presentation, the words “anticipates,” “believes,” “contemplates,” “see,” “should,” “could,” “will,” “estimates,” “expects,” “intends,” “plans,” and variations thereof and similar expressions are intended to identify forward-looking statements. Examples of forward-looking statements in this report include, but are not limited to, statements regarding our interim CO₂e emissions reduction goal and our operational net zero goal; our I&D plans or goals; the expected impact that our policies and initiatives may have on our business, our employees, our suppliers, our clients, or the communities in which we operate; and actions of suppliers and partners or our work with them.

Actual results may differ materially. Readers are cautioned against relying on any of the forward-looking statements, which are neither statements of historical fact nor guarantees or assurances of future performance. Important factors that could cause actual results to differ materially from those in the forward-looking statements include compliance with increasingly complex climate-related, human rights, human capital and other ethical business practices regulations and expectations, including potential reputational backlash in connection with these expectations; unexpected delays, difficulties, and expenses in executing against our

goals; greater than expected energy and other resource needs to grow our business; the cost and availability of renewable energy; climate-related conditions and large natural events; our ability to gather and verify data; inability to identify suitable suppliers, grantees, partners and community investments and negotiate acceptable terms to execute sustainability initiatives; the compliance of various third parties with our policies and procedures; heightened competition for talent and increased compensation costs; integration risks, including those with respect to acquisitions larger than our usual tuck-in acquisitions; risks related to our international operations, such as those related to regulatory, tax, sustainability, sanctions and anti-corruption compliance; our ability to apply technology, data analytics and artificial intelligence effectively and potential increased costs resulting from such activities; emerging risks related to the use of artificial intelligence in our business operations, including regulatory, data privacy and cybersecurity risks; cybersecurity-related risks; changes to data privacy and protection laws and regulations; changes in insurance markets generally; changes in the insurance brokerage industry’s competitive landscape; changes in worldwide and national economic conditions, including the onset of a recession or economic downturn; fluctuating interest, inflation and exchange rates; political volatility, as a result of the wars in Ukraine and the Middle East, trade wars and political unrest in the US or other countries around the world.

Please refer to our filings with the US Securities and Exchange Commission (SEC), including Item 1A, “Risk Factors,” of our most recently filed Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q for a more detailed discussion of these and other factors that could impact our forward-looking statements. Any forward-looking statement we make in this report speaks only as of the date on which it is made. Except as required by applicable law, we do not undertake to update the information included herein.

Other Disclaimers

No part of this report shall be deemed to constitute an invitation or inducement to invest in Gallagher.

The inclusion or exclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of such information under the securities or other laws of the United States or any other jurisdiction, or as used in our periodic, current, or any other types of reports or filings we file, from time to time, with the SEC.

Any goals, commitments, incentives, and initiatives outlined herein, including with respect to related timelines, are, unless explicitly stated otherwise, purely voluntary and aspirational, not binding on us, our business or management, and do not constitute a guarantee, promise, commitment, assurance, representation, or warranty regarding the accuracy, completeness, or reasonableness of the related calculations or the actual or potential positive impacts or outcomes.

Similarly, there can be no assurance that our sustainability or ESG policies and procedures as described in this report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability or ESG initiatives, policies, and procedures based on cost, timing, or other considerations.

Any awards and designations presented herein are the opinion of the respective parties conferring the award or designation and not of Gallagher. None of the awards or designations herein relate to Gallagher's abilities. Further, the receipt of any awards by Gallagher is no assurance that Gallagher's business objectives, including its sustainability objectives, have been achieved or successful.

Statistics and metrics relating to sustainability matters are estimates and may be based on assumptions or developing standards, and actual results could differ materially. Terms such as "ESG," "sustainable," and "inclusive," among other sustainability-related terms, can be subjective in nature, and there is no representation or guarantee that these terms will reflect the beliefs, policies, frameworks, or preferred practices of any particular investor or other third party or reflect market trends.

The United Nations Sustainable Development Goals (SDGs) are also aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on several factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects, initiatives, investments, or other aspects of our business contribute to a particular SDG. Accordingly, investors should not place undue reliance on our application of the SDGs, as such application is subject to change at any time and in our sole discretion.

Certain information contained in this report has been derived from publicly available information released by third-party sources, which we believe to be reasonable, but we have only been able to complete limited validation. Third-party climate information may not reflect the latest or most accurate data. To the extent that such third-party information we use is subsequently determined to be erroneous or otherwise not in keeping with best practices, it may affect our disclosures.

In addition, historical, current, and forward-looking sustainability-related statements may be used based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

Point of Contact

Communications and questions related to this report and Gallagher's global sustainable practices should be directed to:

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