



Report on Forced Labour and Child Labor in Supply Chains

General Reinsurance Corporation (Canada Branch) General Re Life Corporation (Canada Branch)

Gen Re's Canadian Branches are committed to combatting all forms of modern slavery and carrying out our business in a fair, honest, ethical and open manner. We are committed to taking steps to ensure that human rights abuses, in any form, do not occur in either our business or supply chains. Neither we, nor to the best of our knowledge, our supply chain, make use of any form of modern slavery.

Our structure, activities and supply chains

A subsidiary of Berkshire Hathaway Inc., General Re Corporation is a holding company that owns General Reinsurance Corporation, which in turn owns General Re Life Corporation (jointly referred to as "Gen Re"). One of the world's leading reinsurance groups, Gen Re transacts reinsurance business and related operations and is present in all major global markets of life/health reinsurance and property/casualty reinsurance. In Canada, Gen Re operates General Reinsurance Corporation and General Re Life Corporation on a foreign branch basis and is regulated by the Office of the Superintendent of Financial Institutions.

Reinsurance products are intangible. The production process is an intellectual one, combining the application of expert knowledge with capital; it does not include physical labour. The typical workforce is generally dominated by highly skilled and well-compensated professionals.

Infrequently, the Canadian branches of Gen Re import small amounts of marketing goods and office supplies into Canada from their headquarters or suppliers in the United States of America. The goods imported make up a very small portion of the Canadian branch's expenditures. In the fiscal year January 1, 2023 to December 31, 2023, the amounts imported into Canada were less than \$10,000.

Policies and due diligence processes

Gen Re has a Code of Business Conduct in place, which guides its employees to fair and ethical business conduct and explains its shared responsibilities to the public and its business partners. This Code is an essential means for achieving Gen Re's corporate goals and instilling a culture of compliance and ethical conduct. Every Gen Re employee is



expected to be familiar with the Code, and every manager is expected to ensure observance of these rules.

Across Gen Re's business, the procurement of all goods and services from external vendors is governed by policies and supplier processes to ensure a robust and consistent approach to supply chain risks. These processes also include conducting regular staff compliance and awareness training on the Gen Re Code of Business Conduct and its vendor governance policies and procedures. Gen Re will not support or do business knowingly with anyone involved in any form of slavery or human trafficking.

Forced labour and child labour risks

Given the nature of Gen Re's business, the risk of modern slavery in its supply chain is low. To the best of Gen Re's knowledge and belief the supply chains of the Canadian branches of Gen Re do not make use of, any form of forced labour or child labour.

Remediation measures

All Gen Re employees are subject to and benefit from employment and compliance policies that seek to eliminate the risk of modern slavery in the workplace and encourage all staff to work ethically. Gen Re also operates a whistleblowing policy to provide the ability for employees to raise any concerns they have regarding activities or behavior in the workplace anonymously and for those concerns to be investigated in a confidential manner.

Training

Gen Re conducts regular mandatory compliance and awareness training on the Gen Re Code of Business Conduct and its vendor governance policies and procedures, which all employees must complete.

Assessing effectiveness

Currently, Gen Re does not take any further affirmative actions to assess effectiveness in preventing and reducing risks of forced labour and child labour in their activities and supply chains.