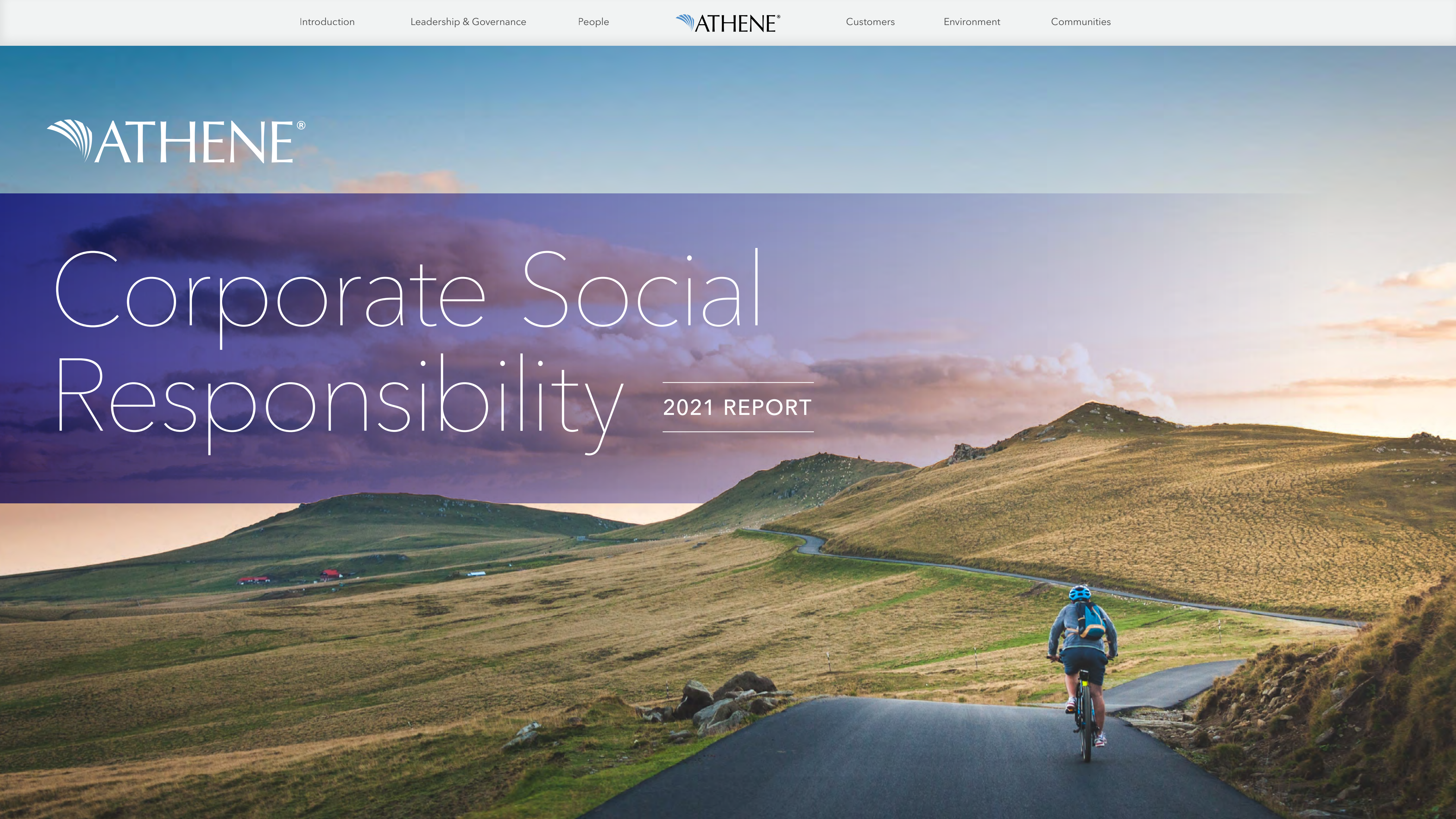




Corporate Social Responsibility

2021 REPORT



Contents

CEO letter	3
Company overview	4
Leadership & governance	7
Our people	11
Our customers	25
Environment	30
Communities	37
Accolades 2021	45
Legal disclaimers	46



CEO letter

A message from our chairman and CEO Jim Belardi

In the 13 years since our founding, Athene has experienced remarkable profitable growth. When I think of Athene's history, three milestones stand out - our launch and seed capital by Apollo in 2009, Athene going public in December 2016, and, now, the January 1, 2022, merger of Athene and Apollo.

Over the years, we have experienced tremendous mutual benefit from our longstanding strategic relationship with Apollo. Now that we are fully aligned post-merger, we are significantly stronger than the sum of our individual parts. Athene and Apollo coming together is a logical and exciting next step in our evolution that will simplify our relationship while driving significant strategic and financial benefits.

As our company has grown, so has our commitment to our stakeholders. We acknowledge and accept our ongoing responsibility and opportunity to create a positive impact for our customers and employees, as well as the communities and industries where we operate.

In support of that commitment, I am pleased to share our 2021 Corporate Social Responsibility (CSR) Report, highlighting the many ways our team has delivered tremendous results in another extraordinary year. After formalizing our approach to CSR in 2020, this year we bolstered our capabilities by hiring a vice president of corporate social responsibility and organizational development to oversee and guide our strategy.

In 2021, we cemented a vision to build a brighter future for the communities in which we live and work by creating positive social impact in education, human services, health and well-being, and the environment through philanthropy, community outreach and volunteer services. We have significantly increased the size of our Athene Charitable Foundation as well as our disbursements through 2024.

We continue to prioritize diversity, equity and inclusion (DEI) through all levels of the organization. We created and updated DEI policies that protect and encourage Athene employees to bring their ideas, differences and experiences to the workplace.

I continue to be impressed by the ways our employees engage in our communities, through donations of time and money including over 5,000 volunteer hours and a total of over \$4 million donated to causes that make a tangible impact.

Our success is evident in Athene receiving the United Way Spirit of Central Iowa award, which is awarded to companies that make an outstanding community impact. This is our third time receiving this award, and we are proud to be the only company in the history of the award to do so.

I have never been more proud of the more than 1,400 employees that make Athene the strong team it is today, and I am honored to lead our company as it continues to broaden its lasting, positive impact. Going forward, we will continue to deliver profitable growth and financial security through our retirement savings product offerings. I am confident the best is yet to come for Athene.

Sincerely,



JIM BELARDI

CEO and Chairman, Athene Holding Ltd.



Company Overview

COMPANY SNAPSHOT

LOCATIONS

OUR GROWTH STRATEGY

ATHENE BY THE NUMBERS

Company snapshot

Athene Holding Ltd. (Athene) came to life in 2009 as a true startup. In just over a decade, we've become a market leader in retirement services. Our mission, like our business, is straightforward: We help people retire better.

Soon after its founding, Athene became a vital source of capital for the annuity industry, which had begun a period of restructuring that continues to this day. We also brought a new vision, driven by a commitment to serve the growing need for retirement income, planning and savings.

After completing a successful merger with Apollo Global Management, Inc. (Apollo) in January 2022, Athene, through its subsidiaries, operates as an entrepreneurial firm at scale, providing innovative retirement savings solutions for individuals and institutions. We are among market leaders in retail

fixed and fixed-indexed annuities, fixed annuity reinsurance, funding agreements and pension group annuities.

Our story is not just one of remarkable growth, but of growth with a singular purpose. It's grounded in our simple, spread-based business model, executed with relentless focus by one of the industry's most experienced management teams. It's sustained through world-class asset management by Apollo. And it's driven by a culture of innovation, entrepreneurship and service in the communities where we live and work.



Locations

Athene has a global footprint with 10 total sites, including main operations in the following locations:

- Hamilton, Bermuda: Corporate domicile
- West Des Moines, IA: U.S. operational domicile
- Los Angeles, CA (El Segundo and Woodland Hills)
- New York City, NY (Manhattan and Pearl River)
- Stamford, CT
- Toronto, Canada

As of December 31, 2021, Athene had 1,403 full-time employees across our U.S., Bermuda and Canadian offices.

Athene is a leader within the retirement and financial services industry, specializing in helping its customers retire better. We are also a service provider to institutions. In January 2022, we completed our merger with Apollo and are now a wholly owned subsidiary of Apollo.

Our growth strategy

Athene's growth strategy is underpinned by organic growth across four discrete distribution channels, as well as a significant inorganic growth channel. Our multi-channel organic and inorganic growth strategy supports origination across differing market environments, which enables Athene to drive strong growth and generate attractive returns.

- Retail annuities
- Flow reinsurance
- Funding agreements
- Pension group annuity (PGA) transactions
- Acquisitions and block reinsurance transactions

We continue to aggressively pursue profitable growth by executing our business strategy – maintaining our pricing discipline and pivoting opportunistically to deploy capital across our funding channels. We exceeded \$37.0 billion of gross organic inflows in 2021. We remain one of the best capitalized companies in our industry, and we are well-positioned for continued profitable growth.

2021 gross inflows

RETAIL ANNUITY



\$8.8 BN

FLOW REINSURANCE



\$2.6 BN

PENSION GROUP ANNUITY



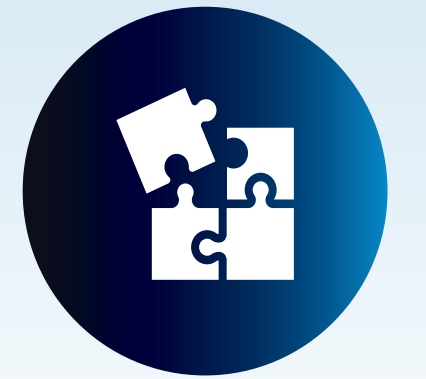
\$13.8 BN

FUNDING AGREEMENTS¹



\$11.8 BN

ACQUISITIONS/ BLOCK REINSURANCE



5 acquisitions closed, \$7.4 BN of total deployable capital to support growth²

These numbers are as of December 31, 2021

ATHENE by the numbers

Athene has built a company that is well capitalized, highly profitable and has generated consistent strong returns. As of December 31, 2021, we had:

\$235.1 billion in total assets

\$213.0 billion in total GAAP liabilities

\$20.1 billion in total shareholders' equity

\$19.6 billion in regulatory capital

\$3.4 billion in excess capital

\$7.4 billion total deployable capital²

Our primary insurance subsidiaries are rated "A+" by S&P and Fitch, "A" by A.M. Best and "A1" by Moody's.³

#1 provider of fixed indexed annuities⁴

#1 U.S. PGA provider by volume⁵

#1 funding agreement backed note (FABN) program⁶



Leadership & governance

BUSINESS ETHICS

LEADERSHIP

CORPORATE GOVERNANCE

BOARD SNAPSHOT

ANNUAL SELF-ASSESSMENTS

Business ethics, leadership & governance

Business ethics

Respect and integrity are integral to the vision and mission of Athene and Apollo. We have a responsibility to foster a culture that embraces excellence alongside compliance of the law and company policies. Together, we have adopted a [Code of Business Conduct and Ethics](#) that serves as the foundation of our overall ethics and compliance program to promote honest, ethical and lawful conduct across all levels and areas of our organization.

The Code of Business Conduct and Ethics applies to all of our directors, officers and employees. We also expect those acting on behalf of Athene, including suppliers, agents and consultants, to adhere to our Code. In all matters, we are obligated to abide by

the ethical, legal and compliance standards set forth in this Code as well as all other applicable company policies, procedures and internal controls.

Additional policies include anti-discrimination, anti-harassment, anti-bribery and corruption, anti-money laundering, anti-fraud and data privacy.

We are all accountable for providing and practicing the principles and standards outlined in the Code, as well as demonstrating the character and personal integrity required for Athene to operate effectively and execute its business strategy. Annual training on the Code for all employees is a significant part of our ethics and compliance program. In 2021, 100 percent of employees across the company completed training on the Code.



Leadership

Athene has an [experienced management team](#), led by James Belardi, co-founder, chairman and CEO of Athene Holding Ltd. Jim is responsible for our overall strategic direction and management, as well as the day-to-day management of our investment portfolio in his capacity as CEO of Apollo Insurance Solutions Group (ISG).



Corporate governance

Athene is committed to high standards of corporate governance, which helps build the long-term performance of the company. Our business and affairs are managed under the direction of the [Athene Board of Directors](#). The Board has adopted [Board Governance Guidelines](#) to provide a framework for the effective governance of the company. The board is comprised of an experienced team of 16 members, representing diverse backgrounds, skills and experiences. Nine of our directors are deemed independent directors in accordance with the requirements of the New York Stock Exchange (NYSE) listing rules.

The board has established five standing committees to assist with its governance and oversight responsibilities:

- Audit
- Conflicts
- Executive
- Legal and Regulatory
- Risk

The Legal and Regulatory Committee of the board has primary oversight for the company's corporate social responsibility (CSR) activities. The committee and the full Board receive periodic reports on a number of ESG-related topics, including diversity, equity and inclusion initiatives; data security; Board committee rotation; Athene's whistleblower hotline; and the results of annual Board and committee self-assessments. The directors also participate in the corporate training program and receive trainings on policies addressing, among others, anti-harassment,

anti-discrimination, insider trading, confidentiality of information, and corporate communications.

Athene integrates CSR into our management structure, and our CSR initiatives are overseen by executive sponsors including the president of Athene Holding Ltd., the executive vice president and General Counsel of Athene Holding Ltd., and the executive vice president and chief human resources officer for Athene Holding Ltd. The executive sponsors are advised by cross-functional senior leaders on CSR-related activities in which Athene and our employees are involved and help define and drive Athene's overall long-term CSR/ESG strategy.

As part of our commitment to corporate governance, we reach out to key stakeholders periodically to discuss a variety of topics. Many of these discussions have included stakeholder views on sustainability. We continue to review and evaluate valuable

stakeholder feedback in the decision-making process of establishing CSR goals and initiatives.

Together, the executive sponsors and senior leaders are responsible to:

- Establish, monitor, manage and help to coordinate Athene's CSR strategy.
- Work across multiple functional areas to ensure Athene's CSR strategy is appropriately applied throughout the organization.
- Provide informed recommendations for setting long-term CSR-related targets.
- Provide relevant reporting and recommendations to the Legal and Regulatory Committee of our Board of directors (L&R), designed to allow the Board and the L&R Committee to fulfill their respective oversight responsibilities on CSR matters.

Board snapshot

Each member of the Audit Committee is an [independent director](#) in accordance with NYSE listing rules. In addition, the Board of Directors has appointed a lead independent director who, among other things, presides at executive sessions of the independent directors, serves as liaison between the chairman and the independent directors, reviews Board meeting schedules and agendas, reviews information sent to the Board, and is authorized to call meetings of the independent directors.

Annual self-assessments

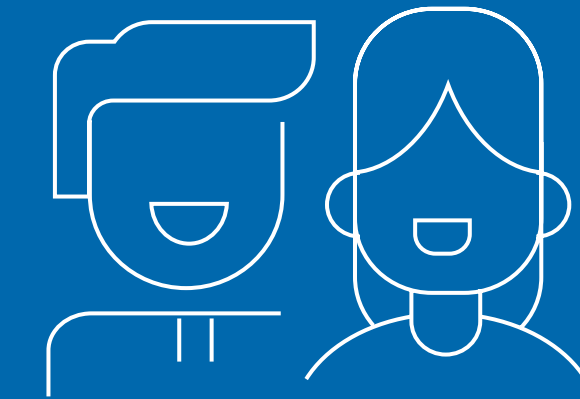
The Board of Directors and its committees conduct annual self-assessments to evaluate the effectiveness of the Board. In addition, Board members participate in trainings on corporate policies and are encouraged to attend seminars and conferences to develop their knowledge base.



7
AHL board meetings in 2021

95%
Attendance at regularly
scheduled Board meetings

99%
Average attendance
at all Board meetings



Diverse &
experienced
team of 16 directors
(majority independent)

2 women +
2 Black/African
American
Board members

Our People

INVESTING IN OUR EMPLOYEES

DIVERSITY, EQUITY & INCLUSION

EMPLOYEE BENEFITS

POLICIES & TRAINING



Investing in our employees

Employee engagement

We are committed to building a more inclusive and engaged workforce, knowing that it helps us attract and retain high-quality talent, deepens the feelings of belonging and purpose, and ultimately helps us achieve more as a business. We work hard to foster a culture where all employees have opportunities to express themselves, to be heard and to influence change.

To understand employee sentiment and engagement, we conduct an annual employee satisfaction survey that provides a standard set of questions that are benchmarked year over year, plus open-ended questions where employees can provide feedback.

Engagement is driven by many facets of our employee experience, and our core values – Believe in Your Co-workers, Engage Actively, Act Like Owners, and Make It Happen (BEAM) – provide the foundation for employee engagement. BEAM is core to our culture and helps inspire employees to take positive action in our workplace and in our communities.

In addition to our strong core values, we further engage employees through meaningful training and

CORE VALUES

- B** Believe in Your Co-workers
- E** Engage Actively
- A** Act Like Owners
- M** Make It Happen



development opportunities and through our policies designed to prioritize the health, safety and well-being of our employees.

Recruiting & retaining talent

Recruiting, developing and retaining high-performing employees in the workplace is essential to the continuity of our business. We value each employee's individual talents and skills, and we promote career growth and development for all employees. We monitor turnover rates by function and actively defend against key talent losses to competitors. We also conduct annual succession planning to ensure that as the organization expands and experiences staffing changes, we are able to fill key open positions.

Investing in the growth and development of our employees increases the value of our workforce. Based on feedback from our annual employee engagement surveys, we know that our employees want learning and development opportunities. We offer informal and formal development opportunities and encourage employees to work with their leaders to formalize individual development plans.

Leadership coaching

Athene partners with coaching experts to offer a six-month personal coaching program with the goal of unlocking a person's potential to maximize their own performance. Coaching is a powerful developmental tool that helps individuals level up their skills and evolve behaviors through a personalized approach that is focused on creating tailored outcomes.

Employees are presented with several leadership development goals that they can select from according to what they want to customize and focus on with their coach. Throughout the program, the coach offers observations and feedback from a constructive mindset to raise awareness and offer a different perspective. Participating employees work with their coach and leader to track progress and outcomes.

Internship program

Athene offers a comprehensive internship experience where students can enhance their professional careers alongside a team that values collaboration and mentoring young talent. Given the broader recruitment challenges businesses are facing, our internship program is a great way to build our talent pipeline by providing a positive experience that will inspire these professionals to look at Athene as an employer of choice when they're ready to start their full-time career.

55% of the 2021 intern class continued their tenure at Athene, as part-time employees, full-time to hire, or an intern for another internship rotation. It's just one of the ways we are helping to develop the next generation of game changers in the financial and retirement services industry.

Athene Mentor Program

The Athene Mentor Program (AMP) provides employees a unique opportunity to grow professionally and personally and to build and promote an inclusive culture. Participants have the opportunity to close knowledge gaps by learning from each other with a focus on career mentoring as well as diversity, equity and inclusion.

New in 2022: L.E.A.R.N. platform

We want learning and development to be infused into our culture. In 2022, we will launch the Learning, Empowerment & Resource Network (L.E.A.R.N.), which is designed to give employees resources to own their development. L.E.A.R.N. targets a set of Core Capabilities for leaders and individual contributors, wrapped around the principles of Leading People, Leading the Organization and Leading the Business. Focusing development on these Core Capabilities provides a consistent framework to help us learn and grow together.

L.E.A.R.N. emphasizes using on-the-job and experiential learning as the primary driver of your development. This research-backed approach – called the 70-20-10 approach for learning and development – says that around 70 percent of learning comes from "doing," 20 percent comes from other people and about 10 percent comes from formal learning activities.

Health, safety & well-being

Athene cares about the health and safety of our employees, contractors and visitors. We recognize the best way to prepare for any potential emergency is to provide proper guidance and training for all staff. Online courses are issued annually on our company Emergency Action Plan, Respectful Workplace Policy, Weapons Policy and Safety/Injuries at Work Policy. Courses are administered through Athene's corporate training program and are required for all employees and on-site contractors. Completion of such training is tracked to ensure compliance.

Our Business Continuity Planning and Operations teams work together to plan for fire, tornado, active shooter or other emergencies. These teams work with volunteer employees who meet at minimum twice per year and are trained to assist with the fire and tornado drills at the Athene headquarters each year. Additionally, all building engineers complete a series of safety training courses. There are security personnel on-site at the Athene headquarters for the safety of all employees.



Diversity, equity & inclusion (DEI)

At Athene, we believe that diversity, equity and inclusion are fundamental to organizational success and must be a core value to create a competitive advantage. We are committed to do more by working to ensure diversity, equity and inclusion are woven into our organizational DNA.

Our current goals for DEI at Athene seek to bring action to our vision to create a workplace, workforce and marketplace that is committed to diversity, equity and inclusion.

1. **Deepen education** – build a common language and understanding of critical diversity, equity and inclusion issues.
2. **Increase diversity of our workforce** – attract great talent from diverse backgrounds and reengineer our talent pipeline at all levels.
3. **Build a culture of inclusion and belonging** – seize micro-opportunities to ensure inclusion and belonging for all employees.

We strive to foster a **workplace** that cultivates our differences and where employees feel celebrated, engaged and connected.

We seek to build a diverse **workforce** that delivers on our business objectives and embodies our values.

We engage actively with the **marketplace** to make a difference in the communities in which we live and work.



Advancing our commitment

Our Diversity, Equity & Inclusion Council works to foster a workplace that cultivates our differences and where employees feel celebrated, engaged and connected. Our DEI efforts are led by our senior vice president of diversity, equity and inclusion, who reports to our executive vice president and chief human resources officer. To ensure alignment with our corporate and social responsibility efforts, the SVP of DEI also has additional reporting responsibilities to the Legal & Regulatory Committee of our Board of Directors.

Leaders at Athene are expected to model commitment to DEI, and every VP and above has a yearly goal related to diversity, equity and inclusion. Employees are encouraged to deepen their education, increase the diversity of our workforce and build upon our culture of inclusion and belonging.

We encourage employees to take an advocate pledge, stating they choose to be inclusive, engage in conversations related to DEI no matter how difficult they are, and be an advocate for an inclusive environment. Employees who take this pledge are invited to add a graphic to their email signatures to let their co-workers and stakeholders know they are an advocate and believe we are stronger together.

DEI Council & ERGs

The DEI Council and Employee Resource Groups (ERGs) are structured to maintain a strategic and tactical focus on Athene's commitment to diversity, equity and inclusion. Each ERG is supported by a member of Athene's executive committee, an advisory member of the leadership team and an ERG leader. Athene's ten ERGs promote inclusion in a variety of focus areas. The newest ERGs include the Advancing Abilities Partnership and Comunidad.



- **Advancing Abilities Partnership (AAP):** Increases awareness and enhances partnerships with people with disabilities.
- **African American Athene Connection (AAAC):** Brings awareness to the life of African Americans at Athene and increases knowledge and opportunities.
- **Athene Asian Alliance (AAA):** Celebrates Asian cultures in the workplace and builds connections in our communities to attract and retain Asian employees.
- **Athene Military Veterans Organization (AMVO):** Networks with other corporate military veterans, assists Human Resources with recruiting and mentoring veterans and collaborates with community outreach organizations for those who have served and those who support our service members.
- **Bermuda Diversity and Inclusion Committee:** Promotes and celebrates diversity and inclusion in the Bermuda office and the local community.
- **Comunidad:** Spanish for community, Comunidad works to foster an inclusive work environment where Latino/a/x, Hispanic and Indigenous employees of the Americas and the Caribbean are encouraged, supported and respected at Athene. Through annual activities, Comunidad strives to bring awareness to all employees about Latino/a/x, Hispanic and Indigenous cultures.
- **Lesbian, Gay, Bisexual, Transgender, Queer/Questioning Employee Resource Group (LGBTQ+):** Works to foster an inclusive work environment where sexual orientation and gender identity are part of the individuality encouraged and valued.
- **LiveWell:** Encourages healthy behaviors and provides activities and resources that empower our employees to live well.
- **Volunteer Committee:** Champions community involvement and leads our corporate-sponsored volunteer events.
- **Women's Inclusion Network (WIN):** Committed to empowering the women of Athene to achieve success on their own terms. WIN strives to provide opportunities for women to connect with and support each other. WIN delivers programs that contribute to the personal and professional development of our members and organization, meeting our needs at the right time in the right way.

Companywide Initiatives

UNCONSCIOUS BIAS & MICROAGGRESSIONS TRAININGS

In 2021, we rolled out an unconscious bias and microaggressions trainings. The unconscious bias course educated employees on the issue, how it affects all of us, and how we can begin to see our biases, account for them, and work toward removing them. The microaggressions training provided an opportunity for employees to recognize microaggressions and respond in ways that can lead to positive change and create a sense of belonging in the workplace.

RESUMÉ MASKING & PANEL INTERVIEWS

We mask candidate resumés, including removing names and photos to avoid any biases hiring managers and recruiters might have when vetting candidates. We implemented panel interviews for candidates to ensure we have varied and diverse perspectives of potential hires.

INTERSECTIONALITY FOCUS GROUPS

Alongside our yearly employee engagement survey, we had an external consultant conduct an intersectionality analysis to help identify potential gaps within the company across various populations. Part of this assessment was to conduct focus groups throughout Athene to better understand gaps in our survey results in how aspects of employees' identities can potentially create different modes of treatment relative to factors such as gender, race and age.

2021 activities & milestones

Athene engages our workforce in DEI in several ways, from companywide initiatives to partnering with local organizations, many of which correspond to issues important to our ERGs. We offer information sessions for employees to learn about different aspects of diversity and regularly support our community at events like Des Moines' Capital City Pride, Dr. Martin Luther King Jr. Prayer Breakfast and the Iowa Remembrance Run.



EQUITY ANALYSIS & BENCHMARKING

Commitment to DEI at Athene is the responsibility of all employees at all levels, from our executives to recruiters and hiring managers and individual contributors. With the goal of understanding our current state and inform future goals and visibility toward accountability, we collected DEI metrics in our employee engagement survey and shared our results with employees.

RESTORATIVE PRACTICES

In 2021, Athene hosted a certification event to learn more about restorative practices attended by Athene employees and community leaders in the law enforcement and nonprofit arenas. Attendees are now equipped to implement internal conversations by creating safe spaces surrounding difficult topics. These restorative conversations will allow employees to be open with one another, share thoughts and learn from each other.

PRONOUNS

We held a campaign to promote and normalize employees including their pronouns in the workplace. The campaign educated employees on what pronouns are, how to respect individual pronouns and how to share your own. We implemented use of pronouns in our email signatures and other internal systems.

NAVIGATOR SPONSORSHIP PROGRAM

The Navigator Sponsorship Program develops and retains high-potential employees from underrepresented populations. The program provides career development through a 10-month framework of learning, mentorships and engagements. Each participant is assigned two co-sponsors and one executive sponsor who champion the advancement of their mentees, advocate for their development and offer individual guidance, support and feedback. In 2021, each participant received a promotion after completing the program.

EMPLOYEE REFERRAL BONUS

Integrating DEI initiatives into our culture and policies is an important undertaking for which everyone should take ownership. To advance our efforts, we enhanced our employee referral policy with additional bonus eligibility when referring an individual who self-identifies as a veteran, Latino/a/x, Hispanic or Black/African American.

DEI JOURNAL & WELLNESS NEWSLETTER

Each month, our DEI team creates a newsletter for employees that includes Athene and community DEI events employees can participate in. Each issue features a note from one of our leaders on the importance of DEI in the workplace and education on DEI issues.

Our LiveWell employee resource group has a monthly newsletter, the LiveWell Lemon Drop. This light-hearted newsletter includes tips, resources, activities and recipes to encourage healthy behaviors that empower our employees to live well.

DAY OF UNDERSTANDING

In 2021, we hosted a Day of Understanding for all business units and locations to help address potential bias in the workplace, featuring facilitator-led group conversations to advance our thinking about DEI.

CEO ACTION PLEDGE

Athene signed the pledge for CEO Action for Diversity & Inclusion, joining more than 1,000 signatories representing companies, associations and universities to be part of the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

CORPORATE EQUALITY INDEX

Athene was named to the Human Rights Campaign Foundation's Corporate Equality Index (CEI) for the second year in a row. CEI is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. By inspiring and engaging individuals and communities, the Human Rights Campaign strives to end discrimination against LGBTQ people and realize a world that achieves fundamental fairness and equality for all.

West Des Moines initiatives

ATHENE BLACK & BROWN BUSINESS SUMMIT

Powered by the West Des Moines Chamber of Commerce, the Athene Black & Brown Business Summit was created to elevate ethnic minorities and bring BIPOC businesses together to assist with networking, programming, promotion, training and resources to help businesses grow and prosper. In 2021, Athene hosted the two-day event, which included a pitch competition, panel interviews and workshops. Athene has committed to sponsor and host the Athene Black & Brown Business Summit for multiple years.

DR. MARTIN LUTHER KING JR. PRAYER BREAKFAST

Athene supported the West Des Moines Chamber of Commerce 8th annual prayer breakfast on Martin Luther King Jr. Day in 2021.

SUPPORT FOR REFUGEES & IMMIGRANTS

The African American Athene Connection (AAAC) ERG helped organize our sponsorship of the annual Lutheran Services in Iowa (LSI) Empower event. This event raises critical financial resources for LSI's Refugee and Immigrant Services and recognizes the achievements of refugees who have participated in LSI's programming.



Events & observances

Lunar New Year

Black History Month

International Women's Day and Women's History Month

Asian and Pacific Islander Heritage Month

Mental Health Awareness Month

Juneteenth

Pride Month

Healthiest State Campaign

Veterans Day

Breast Cancer Awareness Month

Diwali

Transgender Awareness Week





DEI policies

The below policies have been created to provide frameworks to promote and demonstrate our commitment to fostering and cultivating principles of diversity, equity and inclusion within all aspects our culture and workplace.

EQUAL EMPLOYMENT OPPORTUNITY

Athene believes everyone should have an equal chance to succeed. We are an equal opportunity employer and are dedicated to a policy of non-discrimination in every aspect of employment.

DIVERSITY, EQUITY & INCLUSION

Our [DEI Policy](#) provides a framework for our commitment to fostering a culture dedicated to diversity, equity and inclusion through all levels and in all practices, including recruitment, leadership diversity, compensation and development.

HUMAN RIGHTS

Athene strives to be a company that treats all others with integrity, respect and fairness. Consistent with those values, Athene recognizes and supports fundamental [human rights](#) and is committed to upholding these values within our company, in our business and within our communities.

RESPECTFUL WORKPLACE

All employees shall have the opportunity to work in an environment that is pleasant, professional and free from intimidation, bullying, violence, hostility or other offenses that might interfere with work performance.

WORK ATTIRE GUIDELINES

Athene's work attire guidelines promote "dress for your day" culture, including encouraging and accepting employees expressing their most authentic self through their hairstyles, cultural dress and accessories.

Promoting diversity

In alignment with our Equal Employment Opportunity policy, Athene’s recruitment, employment, development, compensation, training, job assignment and promotion decisions are based on ability and potential in relation to the needs of the job. Sexual harassment or any other form of harassment or discrimination based on any status protected by federal, state or local law or company policy is prohibited and will not be tolerated. Consistent with Athene’s values, we go beyond these basic guidelines to promote and encourage a diverse workforce and recruit and retain high-performing employees who reflect that diversity.

Our performance-based compensation strategy is designed to recognize and reward employees for their contribution to our success, and we strive to provide strong, equitable incentives for performance. Compensation may be comprised of up to three elements: base compensation, determined based upon a number of factors, including size, scope, and impact of the employee’s role, the market value associated with the employee’s role, leadership skills, length of service, and individual performance; an annual incentive award, which if applicable, is a cash incentive award determined by a combination of individual and company performance during the period to which the incentive award relates; and a long-term incentive award, which if applicable, is

a stock-based award intended to compensate an employee for their contribution to our success and to align the interest of the award recipient with our ultimate equity owners during the vesting period of the award. We seek to determine compensation based on merit and without regard to demographic characteristics. Annually since 2019, we have employed a third-party consultant to assist us in evaluating our pay practices. In conducting this exercise, we found no meaningful difference in compensation based upon gender, race or any other defining characteristic examined.

WOMEN
in our workforce

We believe in furthering gender diversity in the financial services and insurance sector to improve as a business and industry.

WOMEN’S ROLES

2021

Women in all roles	50%
Women as a percentage of new hires	52%
Women on Board of Directors	13%
Women in executive management (defined as SVPs, EVPs and Board of Directors)	29%
Women in senior leadership (defined as VPs, SVPs and EVPs)	26%





Employee benefits

Providing employees support for all aspects of their well-being

Athene is committed to providing our workforce with a benefits program that is both comprehensive and competitive to attract talent and retain employees.

Supporting our employees means offering a benefits plan and policies that enhance their well-being at a holistic level, encompassing what we've termed the four pillars of well-being: family and social, physical, emotional and financial.

Alongside our benefits programs, we strive to provide on-site opportunities and tools for employees to focus on their well-being so they can be their best selves at work and at home. Throughout the year, we implement employee sessions to raise awareness and promote healthy practices around our well-being pillars.

In 2021, our LiveWell ERG brought trainers on-site to host various types of workout sessions, including yoga and high-intensity interval training, and hosted a series of on-site walks for employees as part of the Healthiest State Initiative. Athene provided opportunities for employees to learn about well-being issues by providing resources and information sessions around issues including Healthy Heart Month, Mental Health Awareness Month and Breast Cancer Awareness Month. Athene also hosts on-site biometric screenings and flu vaccines.

We recognize the impact finances can have on an individual's mental health and overall well-being. To provide our employees with tools to keep their finances on track, we partner with our 401(k) provider to offer a financial wellness education series at no cost to our employees. The series focuses on a variety of topics, including the importance of spending plans, dealing with debt, saving for retirement, budgeting and emergency savings, and strategies for saving for the future.

**FAMILY
& SOCIAL**

PHYSICAL

EMOTIONAL

FINANCIAL

WELL-BEING

Mental health

Through Athene's Employee Assistance Program, we offer mental health support for all employees and their families, from everyday issues to crisis situations.

We partnered with the National Alliance on Mental Illness (NAMI) to offer a series of discussions and courses to our employees. These opportunities included a speaker series that covered topics including crisis management, inspiration, adapting to challenges, creating memorable workplace experiences and more. We also shared courses on managing stress, understanding depression and mental illness, problem-solving and seasonal affective disorder.

Athene continues to be a registered workplace as part of the Make It OK campaign, a division of the Iowa Healthiest State Initiative. The Make It OK campaign provided resources for a better understanding of mental illness and assists people with communication skills to reduce the stigma sometimes associated with mental illness.

Employee physical & emotional health & well-being

MEDICAL

Medical coverage is available to regular full-time employees and their qualifying dependents that includes prescription drug coverage.

DENTAL

Dental coverage is available to regular full-time employees and their qualifying dependents to cover a variety of dental services.

VISION

We offer regular full-time employees and their qualifying dependents with vision coverage insured for eye exams and vision hardware.

CRITICAL ILLNESS

This benefit is designed to pay out a lump sum if an employee is diagnosed with any one of the covered serious illnesses. The purpose of the coverage is to ease the financial pressures and burdens during treatment and recovery from a critical condition. This benefit provides 100 percent coverage amount for a critical illness diagnosis of cancer, vascular disease and other specified illness.

HEALTH CARE ADVOCACY

MyQHealth provides access to dedicated care coordinators to help employees enrolled in Athene's health care plans understand their benefits and access a team of expert nurses and benefits specialists to work with them and their care team to

ensure the best possible use of their benefits and, of course, their care.

ADDITIONAL WELL-BEING PROGRAMS

Along with MyQHealth, employees have access to programs that help them with specific health concerns, including the Ginger app for mental health support, Hinge Health for back- and joint-specific care, Early Steps for pregnancy support and Livongo for diabetes management and health support.

EMPLOYEE ASSISTANCE PROGRAM

Available to all Athene USA employees and their households free of charge, Supportline offers secure, confidential and comprehensive resources and services to navigate a broad range of personal and work-related concerns.

ON-SITE FITNESS CENTER

A fitness center is available to all employees in our West Des Moines facility. Employees can use equipment and access a library of workout classes.

ON-SITE AMENITIES

We offer adjustable standing height desks at all workstations and perform ergonomic evaluations of individual workstations upon request to ensure that all employees have a safe and comfortable working environment. We provide healthy options in the on-site cafeteria, outdoor walking paths and seating, and a game room and recreational area.



HEALTH SAVINGS ACCOUNT

This account allows employees to pay qualified medical expenses on a tax-free basis with a company match of up to \$600 for those who select a high-deductible health plan.

FLEXIBLE SPENDING ACCOUNTS

Flexible spending accounts provide a tax advantage by helping employees pay for health-related care and dependent care expenses on a before-tax basis.

Family & social well-being

DEPENDENT CARE

Employees may elect to contribute up to \$5,000 annually (\$2,550 if married and filing separately) to this account for dependent care. Dependents under the age of 13 or a parent or spouse who is incapable of caring for themselves may also qualify.

PAID TIME OFF

Our Paid Time Off (PTO) policy recognizes and supports the need for employees to have time away from the workplace to rest and rejuvenate. The policy promotes a healthy balance and provides employees with the opportunity to use PTO for a variety of personal needs, such as vacation, cultural celebration, religious observance, personal time, illness or time off to care for a dependent(s).

FLOATING HOLIDAY

We provide a floating holiday for U.S. employees to better acknowledge any religious or cultural holiday.

FAMILY CARE LEAVE

Paid family care leave is provided to eligible employees to care for a family member with a serious health condition.

PARENTAL LEAVE

Parents can take two weeks paid time away from work to bond with a newborn or adopted child.

PREGNANCY LEAVE

Leave and income replacement for up to 13 weeks are available to expectant mothers who take time off work following childbirth and for related medical conditions.

BEREAVEMENT LEAVE

All Athene employees can take bereavement leave in the event of the death of an immediate family member or relative.

MILITARY LEAVE

Athene recognizes and supports the state and national responsibility of employees who choose to serve or who are called to serve in the uniformed services and offers employment and benefit support during approved military leave.

VOLUNTEER TIME OFF

Athene employees who pledge a donation to support the United Way of Central Iowa receive eight hours of volunteer time off to support their community.

JURY DUTY

All regular full-time and part-time employees on jury or witness duty continue to be eligible for benefits and compensation for the full term of jury or witness duty absences and are entitled to keep jury duty pay.

Financial well-being

401(K) SAVINGS & RETIREMENT

Employees are eligible for employer matching at a rate of 100 percent up to the first 6 percent of annual pay contributed to their 401(k) account.

ONE APOLLO STOCK OWNERSHIP PROGRAM

The One Apollo program ensures every employee is an Apollo shareholder. Employees receive a grant, the value of which is converted to Apollo stock to be vested over a period of three years.

TUITION ASSISTANCE

Tuition reimbursement is available for employees completing an undergraduate and/or graduate degree program in their field of work or pursuing professional development courses through industry education programs.

ADOPTION ASSISTANCE

Full-time employees are eligible to receive reimbursement up to \$5,000 per adoption. For the adoption of a child with special needs, the amount of reimbursement is increased to \$6,000.

BASIC LIFE INSURANCE

Basic life insurance is provided for all regular full-time employees on the first day of the month, coinciding with or following their hire date.

ACCIDENTAL DEATH & DISMEMBERMENT

In addition to basic life insurance coverage, regular full-time employees are provided with accidental death and dismemberment (AD&D) insurance equal to the greater of 100 percent of an employee's annual base pay rounded up to the next \$1,000, not to exceed \$1,000,000. Minimum coverage is \$50,000.

SHORT-TERM & LONG-TERM DISABILITY

Income replacement is available to eligible employees in the event an employee is unable to work due to an illness or injury.

IDENTITY THEFT PROTECTION

This available benefit helps protect and monitor the identities of employees and their families.

EMPLOYEE PERKS PROGRAM

The Athene employee discount marketplace provides employees a wide variety of exclusive deals and savings on everyday products and services as well as travel and entertainment.

TRANSPORTATION MANAGEMENT ACCOUNT

This account provides an important tax advantage by helping employees pay for qualified mass transit expenses (e.g., bus passes, vanpooling) on a before-tax basis.

Policies & training

Policy on political activities

Athene does not have a political action committee (PAC). From time to time, Athene will engage in advocacy work through our registered lobbyists, who file lobbying disclosures that can be found on the [Senate website](#). Athene also engages in advocacy through our trade associations. Athene is an active member of several trade associations, including:

- American Council of Life Insurers
- Insured Retirement Institute
- Bermuda International Long-Term Insurers and Reinsurers

Human rights policy

Athene strives to be a company that treats all others with integrity, respect and fairness. Consistent with those values, Athene recognizes and supports fundamental [human rights](#) and is committed to upholding these values within our company, in our business and within our communities. Our commitment to human rights is guided by the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and applies to all locations and situations in which we do business.

Strategic training

Athene believes our employees are our greatest resource for meeting the needs and obligations we have to each other and our various stakeholders, including policyholders, producers, third parties, regulators and our communities. Our corporate learning program exists to facilitate the completion of online training for all employees regarding Athene's business practices. These trainings aid employees in their understanding of the regulatory requirements and best practices of today's complex financial services industry. Additionally, employee training supports Athene's company culture and prioritizes initiatives that enhance both our company and the communities where we live and work.

Employee training ensures awareness of Athene's corporate policies and supporting procedures.

All corporate policies and related trainings are periodically reviewed to reflect any changes to the law and best practices. As part of training, employees may complete a quiz to demonstrate their understanding of these policies and acknowledge their review.

As of December 31, 2021, Athene offered employee training on numerous topics related to social responsibility and governance.

Social responsibility training included the topics of anti-discrimination, anti-harassment, equal opportunity, health and safety, fair dealings, corporate communication and social media.

We also provide governance-related training to all employees on our Code of Business Conduct and Ethics and Emergency Response Plan, as well as our policies covering anti-bribery and corruption, financial crime, insider trading, personal securities trading, whistleblower reporting, record retention, cybersecurity and privacy.



Our Customers

CUSTOMER SATISFACTION

SUITABILITY & RESPONSIBLE MARKETING

CYBERSECURITY & PRIVACY

ESG INVESTING AT APOLLO



We help people retire better

For many people, retirement represents the end of a job and the beginning of the next phase of their life, whether it's time spent reconnecting with family, passions or a lifestyle that was put on hold. With growing numbers of people over age 65, rising costs, market volatility and potentially longer lifespans, the need for a solid retirement strategy is even more important.

Athene is well-positioned to help these individuals due to our expertise in providing retirement income solutions for individuals and groups. We focus exclusively on the retirement savings industry and offer innovative products designed for long-term retirement savings that provide principal security and help individuals meet their financial goals and retire with confidence.





Customer satisfaction

Our customer service team strives to deliver prompt, accurate service to our policyholders. One way we measure our customer service is through Voice of the Customer surveys. In 2021, we received 4,140 survey responses. Athene continued to build on our success with serving our customers, as the results yielded a Net Promoter Score (NPS) of 57.3,⁷ which is considered “Excellent”⁸ by industry standards. Additionally, 95 percent of surveyed customers rated their services as “Good or Great.”

Suitability & responsible marketing

Protecting our more than one million customers and policyholders is our top priority. Athene aligns to all state regulatory guidelines and oversight that require insurers to consider product suitability and customer ethical practices. Adhering to responsible marketing reflects our core values and ethical culture and plays an integral role in building and maintaining a relationship of trust with our customers.

We have numerous policies and procedures to help ensure customers’ needs are met based on their investment objectives, risk tolerance and financial needs. To assist the producer in acting in the best interest of our customers, Athene maintains a robust suitability program and policies related to responsible marketing practices.

Athene strives to design and distribute marketing, product and pricing information that is accurate, understandable, comprehensive and balanced. We are committed to transparency in all aspects of marketing through clear and accurate pricing, disclosed product risks and prompt notification of any denied application. Certain regulations and scenarios require Athene to maintain disclosures within our marketing materials. To help maximize transparency, Athene has eliminated the use of

small print within our materials, with all disclosures being at least size 10-point font or larger. It is our legal and ethical responsibility to protect customers from fraudulent and misleading marketing practices. Athene recognizes this duty and works diligently to reinforce our commitment to social and ethical values through responsible marketing strategies for all operations.

To help further protect our customers, Athene has created comprehensive procedures to ensure that individual producers and sales organizations licensed to sell Athene’s products adhere to our policies. These policies and procedures require business to be conducted in a fair, honest and ethical manner, as well as provide a foundation of legal and regulatory requirements.

The [Doing Business with Athene Producer Guide](#) assists producers in understanding important guidelines and procedures related to sales practices, market conduct and compliance issues. It also helps producers develop a best practices approach to their business activities. To conduct business fairly and effectively with customers, producers licensed to sell Athene’s products must have a thorough knowledge and understanding of Athene’s procedures and guidelines, as well as the applicable laws and regulations of the states in which they solicit business. With this foundation, producers are in a great position to make significant positive impact on the financial stability and well-being of customers and their families.

Cybersecurity & privacy

Safeguarding the confidentiality and integrity of information is one of our highest priorities. There are numerous ways we protect information, from ensuring our buildings are secure to proactively preparing for business interruptions and educating employees, to adhering to rigorous cybersecurity practices. Security is embedded into our culture, and regular events are scheduled to promote, educate and embrace security awareness.

We are continuously improving our security measures against new and emerging threats to help protect the data privacy of our customers and employees. To help us achieve that objective, we employ a defense strategy that includes a wide range of best practices.

Enterprise cybersecurity practices

The foundation of our strategy consists of a comprehensive set of security policies and a team of security professionals responsible for enforcement. We utilize advanced technologies and embed security controls throughout our company to help thwart attacks and respond to threats. We leverage third-party firms to assist us with assessing our security controls and require expeditious follow-up on relevant feedback. Our team is constantly evaluating emerging threats and implementing new technology to help combat cyberattacks.

Simulated attacks

At Athene, we maintain a structured and disciplined cyber protection and response program where cross-functional teams participate in elaborate scenarios to prepare for the potential of a breach. We partner with our business continuity team and participate in multiple disaster recovery and vulnerability exercises. Through these actions and more, we believe we are taking a strong approach for our employees, customers and communities for a more secure and private data environment.

Employee education

We are dedicated to protecting our employees and customers. Upon hire, all employees and consultants receive training on how to safeguard information and keep the company safe. Every employee is required to abide by our Code of Business Conduct and Ethics as a condition of employment, of which information security is a key factor. All employees are encouraged to take responsibility to actively shape the company's success, which includes security. From having a simple clean desk policy to complex systems that monitor for vulnerabilities, we are continuously educating employees on the urgency of keeping information safe.

Phishing simulation

There are always new and emerging cyber threats to be aware of, and our employees are the first line of defense in preventing a cyberattack. Athene facilitates a phishing simulation program to train employees to recognize and report phishing attacks.

Employees receive phishing simulations throughout the year and are encouraged to report suspicious emails using the Report Phishing button within our email system.

Social impacts of products

Athene designs and maintains an innovative product portfolio, which helps consumers live a more secure retirement. These products provide value, security and/or income during retirement years, which has a positive social impact on not only the customer but also their families, businesses and communities.



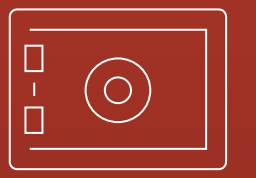
We ask that employees keep

SIX TIPS

in mind to help ensure a safe and secure data environment:



Never click on unverified links



Avoid giving out personal data



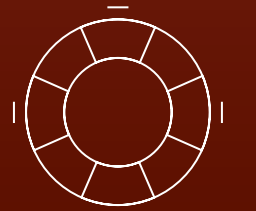
Do not open untrusted email attachments



Never use devices unauthorized by Athene



Only download from sites you trust



Keep software updated, and back up your data

ESG investing at Apollo

Substantially all of Athene's assets are managed by subsidiaries of Apollo, a leading global alternative asset manager with a sophisticated and long-running responsible investing and ESG program. Across nearly all of Apollo's credit strategies, investment teams – in partnership with dedicated ESG team members – integrate ESG considerations as a core component of the investment process. Apollo believes ESG integration sets companies up for sustainable success by mitigating ESG risks, generating opportunities and driving better investment decisions and outcomes.

Since formalizing its ESG engagement and reporting program in 2008, Apollo has engaged hundreds of portfolio companies of the funds Apollo manages to help drive sustainability, climate action, employee engagement and responsible citizenship across the organizations. Apollo's award-winning ESG Reporting Program enables Apollo not only to track progress but also to help companies to improve their ESG practices. Apollo engages with portfolio companies to assist in prioritizing ESG issues and has developed a proprietary ESG risk rating system to further incorporate ESG into its credit underwriting processes.

Apollo's commitment to sustainability remains a defining attribute of the firm. Apollo incorporates ESG considerations into many of its decision-making processes – from how it invests, to how it lends, to how the firm operates globally. Apollo takes this approach because Apollo believes that it can and should have a positive impact on society.

Apollo engages with ESG issues across its business strategies and supports the implementation of ESG best practices across the investment management industry. Apollo has joined collaborative initiatives alongside key industry stakeholders to promote more transparent and consistent reporting of material ESG metrics. The firm is a signatory of the Institutional Limited Partners Association's (ILPA) Diversity in Action initiatives and the UN-backed Principles for Responsible Investment (PRI).

For more information about Apollo's approach to ESG and sustainability, please visit:

<https://www.apollo.com/esg-corporate-social-responsibility>.

Case study:

In 2021, Apollo-managed funds provided financing to support the relocation of over 40 Department of Social Services (DSS) offices across one county to a single U.S. campus. DSS provides essential services to support residents of the county, including a food stamp program, foster care, adoption services, homeless assistance, youth services, in-home support services and job development. According to the U.S. Census Bureau, the county has a higher poverty rate than the state average, emphasizing the importance of such programs and services. The relocation, of which Apollo-managed funds were the sole financier, enabled DSS to simplify and streamline its service delivery by improving access to its programs as well as providing a safer environment to better serve its clients.

Environment

BUILDING SUSTAINABLY

RECYCLING, WASTE & REDUCTION

ENERGY REDUCTION

GREENHOUSE GAS EMISSIONS

RENEWABLE ENERGY

WATER

CLIMATE-RELATED RISKS

ENVIRONMENTAL STEWARDSHIP

SUPPLIERS

ATHENE ENVIRONMENTAL PERFORMANCE DATA

Building sustainably

Athene's U.S. operational facility in West Des Moines, Iowa, was designed and constructed to comply with guidelines adopted by the nonprofit U.S. Green Building Council (USGBC) as part of its Leadership in Energy & Environmental Design (LEED) green building certification program. Within a year from opening, the facility attained Gold-level LEED certification. At the time, the facility was the 24th LEED Gold building in Iowa (4th in Des Moines metropolitan) and was the largest building in Iowa to achieve this level of certification.

Because of our LEED efforts and green initiatives, our West Des Moines facility is equipped with tools and technologies to promote land and water sustainability through:

WETLAND RESTORATION



WATER QUALITY



CONSCIOUS LANDSCAPING



WILDLIFE REGENERATION



ENERGY EFFICIENCY



RECYCLING INITIATIVES



Recycling, waste & reduction

To combat waste, our West Des Moines facility utilizes campus-wide, single-stream recycling, which manages paper, plastic, cardboard, glass and aluminum. Recycling depots are widely available throughout the building to give employees ease of access to help maximize use of recycling. Athene also engages in light bulb and battery recycling programs.

Athene's IT department also works diligently to recycle or reuse eligible technological equipment where applicable. Athene engages in the recycling of toner cartridges, as well as used hardware no longer fit for efficient business use, including laptop and desktop computers, servers, monitors, network devices, keyboards, mice and other non-data-bearing electronic devices. Athene's electronic recycling vendor sorts equipment to identify any equipment that could have a potential for reuse. Once equipment has been determined to have no value beyond reclamation, it is demanufactured and sorted into various categories, including metal, plastic, circuit boards, copper wiring and glass. All boards and shredded hard drives are then sent to an R2-certified facility to help ensure the safe and responsible recycling of such materials. In 2021, Athene recycled 7,883 lbs with our electronic recycling vendor. Athene also donates gently used computers back to our communities. In 2021, Athene donated 421 used laptops with a useful life. This donation equated to approximately 1,200 lbs of electronic equipment for reuse.

The cafeteria in the West Des Moines facility leverages the use of reusable dishes and flatware to reduce use of to-go containers. However, all to-go containers are compostable and are encouraged to be placed in the appropriate recycling bins. In addition, Athene minimizes food waste using a Somat eCorect high-speed food waste recycling system. The use of this system allows the disposal of food waste and other compostable items to be rapidly dehydrated without the use of enzymes, freshwater or venting. This system reduces the weight and volume of food waste by 90 percent and creates a high-quality organic soil amendment compost.

In recent years, Athene has invested heavily in technology and automation advancements for both the agent and customer online portals. These improvements have streamlined our processes to reduce our operational print output. The portals house statements, correspondence and mailings, which drastically reduces requests for printed duplicates.

Athene has also implemented an e-Delivery program in our retail annuity channel that allows completed contracts to be delivered electronically and securely. In previous years, print and mail was the standard contract delivery method. The e-Delivery program will not only allow a convenient new option for contract delivery but also a more environmentally friendly way of doing business, with no impact to how applications are processed. E-Delivery has become an essential tool for many of our partners and clients as we continually work to use technology to maximize efficiencies, leaving a positive impact on our environment.

We continue to see savings of print output through our secure-print approach. Through this printer enhancement, an employee can visit any public printer throughout the building to complete their

task, but the employee is required to use their Athene identification badge to access and select the print output. Printing automatically defaults to black and white and double-sided to save paper and toner.

Energy reduction

The West Des Moines facility has numerous energy reduction initiatives and optimization processes in place. The facilities team engages in continual energy usage monitoring to help address any anomalies that may occur in our energy consumption. Athene also partakes in considerable preventive maintenance and inspections of all heating, ventilation and air conditioning (HVAC) equipment to ensure appropriate and efficient operations, which aids in the reduction of energy consumption.

Athene's facility team has upgraded a majority of facility lighting with energy efficient LED bulbs. It is estimated that 90 percent of the recessed can lights have been migrated to LED. The West Des Moines facility utilizes energy consumption optimization with timers, sensors, "night setbacks" and zone controls. Many areas of the building are fitted with motion sensor lights that automatically turn off when rooms or areas are not in use, reducing electricity inputs. In addition, as part of its green design, the facility leverages the use of natural light through significant window footprint, which reduces the need for additional artificial lighting.

During periods of hot environmental temperature, Athene deploys motorized sunshades on nearly all windows, which reduces the energy used to cool the building. The sunshades are also synchronized with lighting, allowing lights to dim when shades are open and brighten when closed to reduce heat transfer and energy used for artificial lighting. The building's lighting, heating and cooling are set to incorporate a "night setback" control that minimizes use during low-volume employee traffic. Zone controls are also used to reduce HVAC costs in areas where less input is needed.



Greenhouse gas emissions

Athene recognizes reducing our environmental footprint is not only good for the environment and local community, but also good for our customers, employees and other stakeholders.

The Athene facilities team in our West Des Moines facility engages in efforts and initiatives to reduce GHG emissions through monitoring energy usage to help detect anomalies, specifically in our usage of natural gas. This usage monitoring can help identify any leaks or extraneous usage conditions. For certain HVAC equipment, Athene chooses to utilize natural gas, one of the cleanest burning fossil fuels, which helps reduce emissions when compared to other fuels. Athene's energy reduction initiatives also have a direct effect on the reduction of GHG emissions:

- Aggressive preventive maintenance schedule on all HVAC and building-critical devices
- Installing and upgrading to energy efficient LED lighting
- Energy optimization processes, including timers, sensors, "night setbacks," zone controls, window shades and light dimming technologies

Athene also offers a Transportation Management Account (TMA) for employees that encourages the use of shared commuting. The TMA allows

employees to contribute money on a pre-tax basis to reimburse qualified mass transit costs, including expenses related to bus, train or vanpooling, which helps reduce the amount of emissions generated from employees' commutes to the office.

Renewable energy

Athene is proud to work with utility providers committed to deliver clean, renewable energy. In 2020, Athene's West Des Moines electricity supplier produced enough renewable energy to cover 83.6 percent of all Iowa customer's electric usage with an estimated 88 percent rate for 2021. Conceptually, the 83.6 percent renewable rate can be applied to the facility's purchased electricity, meaning Athene approximates that 83.6 percent of our electric usage at our West Des Moines facility is derived from renewable sources. The source of the utility provider's renewable energy comes from the alternative energy source of wind.

Water

Athene also recognizes that water is a limited resource, and the importance of water conservation and reduction measures. Athene's West Des Moines campus is home to low-maintenance, Iowa-native plants and prairie grasses. These native grasses and plants reduce the overall amount of turf on campus, which in turn reduces the amount of irrigation needed as many of the native plants and grasses do not require additional irrigation whereas turf does. Additionally, bioswales located in the parking lots and throughout the property capture rainwater runoff and channel it to our campus ponds. These ponds serve as a source of irrigation for the portions of landscaping or turf that require irrigation. This pond-sourced water reduces the amount of domestic water needed for irrigation. Inside, the use of low-consumption water fixtures, plumbing fittings and appliances are utilized to reduce water consumption.



Climate-related risks

Climate change remains a serious challenge for the world. While we continue to assess the implications of climate change, we are committed to better understanding our energy use and where we can become more efficient.

Athene recognizes the legal, reputational, regulatory and environmental risks related to climate change, and we have a Board Risk Committee with oversight responsibility over risk management, which includes oversight over climate risk management.

Athene's various company sites face a variety of weather and climate-related risks, some of which

are dependent upon their unique geographical location. These risks include extreme heat, severe storms, tornadoes, tropical storms and hurricanes, earthquakes, snow and ice storms, flooding, drought and wildfires.

We work diligently in protecting Athene company sites and staff from these risks. In addition to maintaining policies to protect and plan for these types of events, Athene also executes a multitude of drills and trainings to help educate employees on procedures. Athene schedules and performs annual fire and tornado drills, which include evacuation and shelter-in-place drills to help reduce risk if an event were to occur.

Athene's West Des Moines campus utilizes heated sidewalks at the main entrances and performs routine concrete work and salting on parking lots and secondary sidewalks to reduce the number of

physical hazards inherently present due to Iowa's extreme winter weather. Additionally, the campus has strategically planned placement and maintenance of the native grasses and wetlands, which lessens the risk of floods. Athene's pond system also collects rainfall and releases it at a gradual rate using bio-friendly stream channels to the Raccoon River, which also helps lessens the risk of flooding.

Athene's Bermuda office also has procedures and communications plans in place to mitigate hurricane-related risk. These procedures ensure employees are at home and/or in a place of shelter well in advance of a hurricane making landfall.

Further, Athene maintains a Corporate Incident Management Plan (Business Continuity Plan) that helps ensure the business can successfully manage disaster-related events from weather and climate-related risks.

Suppliers

We recognize that extending environmental standards to our suppliers will help further the positive impact we have on our environment and community. Athene expects our suppliers to follow our standards for environmental performance over time as we gradually apply our Supplier Code of Conduct to our suppliers. You may find these standards within Athene's [Supplier Code of Conduct](#).



Environmental stewardship

Environmental stewardship is a key component of Athene's corporate social responsibility initiatives. During the construction of the Athene West Des Moines facility, it was important to Athene to reclaim the natural habitat that may have been removed as a result of building the immediate facility and parking. In order to reclaim this, Athene designated the southwest corner of the property as a restored wetland habitat housing native Iowa plants and animals. Athene's native prairies are fire-dependent, which requires Athene to collaborate with the Iowa Department of Natural Resources (DNR) and City of West Des Moines Fire Department to conduct a series of controlled burns. These controlled burns lead to improved seed production, reduced plant diseases and weeds, improved growth of wildflowers, and new areas for native species to regenerate.



Athene environmental performance data

Athene started formally collecting and monitoring environmental performance data in 2019. Due to metric unavailability, waste, recycling/reuse and water includes only data from the West Des Moines location. The Athene West Des Moines location represents the largest footprint with approximately 88 percent of the 2021 global square footage and approximately 84 percent of our employees. Some metrics in 2020 may have been impacted by the measures taken to combat the spread of COVID-19.

GENERAL COMPANY INFORMATION			
	2019	2020	2021
Global company site count	6	9	10
Global square footage ^a	382,791 sq. ft.	402,857 sq. ft.	407,209 sq. ft.
Number of full-time employees (FTEs) ^b	1,325	1,350	1,403

ENERGY			
	2019	2020	2021
Total energy used ^c	13,936.81 MWh	13,932.23 MWh	14,194.70 MWh
Total cost of energy ^d	\$890,534 USD	\$885,870 USD	\$959,773 USD
Energy intensity (MWh per FTE)	10.52	10.32	10.12
Energy intensity (MWh per sq. ft.)	.0364	.0346	.0349

^a As of December 31, of the respective year. Includes rentable square footage of leased spaces.

^b As of December 31, of the respective year.

^c Total energy used considers the total consumption of energy used at all Athene facilities and locations. This includes purchased electricity, natural gas and other fuels combusted in stationary equipment. Consumption from the sources has been converted to the common unit of MWh. Where energy consumption data is unavailable (e.g., company-leased office space where energy is included in rent), Athene estimates the energy used by multiplying the site’s square footage by appropriate energy consumption estimation factors.

^d Total cost of energy considers the expenditures of the total energy used at all Athene facilities and locations. Where cost expenditures of energy consumption are unavailable (e.g., company-leased office space where energy is included in rent), the site’s energy consumption or estimated energy consumption is multiplied by appropriate average cost per unit for the applicable geographical location.

NON-HAZARDOUS WASTE TO LANDFILL

	2019	2020	2021
Total weight of waste to landfill	88.09 short tons	54.64 short tons	63.24 short tons
Total cost of waste to landfill	\$13,634 USD	\$9,973 USD	\$12,772 USD

NON-HAZARDOUS WASTE RECYCLED OR REUSED

	2019	2020	2021
Total weight of waste recycled or reused ^e	36.05 short tons	24.21 short tons	17.19 short tons
Total cost of recycling or reusing waste	\$2,639 USD	\$2,065 USD	\$2,293 USD

WATER

	2019	2020	2021
Total water withdrawn (includes irrigation)	9,015,935 gallons	8,475,106 gallons	9,923,027 gallons
Total cost of water withdrawn	\$110,093 USD	\$107,149 USD	\$131,802 USD

GREENHOUSE GAS EMISSIONS^f

	2019	2020	2021
Scope 1 ^g	1,713 MT of CO ₂ e	442 MT of CO ₂ e	488 MT of CO ₂ e
Scope 2 ^h	6,716 MT of CO ₂ e	6,898 MT of CO ₂ e	7,091 MT of CO ₂ e
Total Scope 1 & 2	8,429 MT of CO ₂ e	7,340 MT of CO ₂ e	7,579 MT of CO ₂ e
Emission intensity MT of CO ₂ e (per FTE)	6.36	5.44	5.40
Emission intensity CO ₂ e (per sq. ft.)	.022	.018	.019

^e Total weight of waste recycled or reused includes both materials sent for recycling and composted materials for reuse. The weight of the compostable material is estimated by our vendor via container size versus an actual weighted measurement.

^f To facilitate the calculation of Scope 1 and Scope 2 GHG emissions, Athene utilizes default emission factors from various sources, including the U.S. EPA, the International Energy Agency (IEA) and other reputable providers of emission factors, for both stationary and mobile fuel consumption (Scope 1) and for purchased electricity (Scope 2).

^g Scope 1 includes direct emissions (principally the result of combustion of fuels in stationary sources) and combustion of fuels in company-owned vehicles and equipment.

^h Scope 2 includes emissions from the generation of purchased electricity that is consumed in company operations.

Communities

[COMMUNITY INVOLVEMENT](#)[EDUCATION](#)[ENVIRONMENTAL SUSTAINABILITY](#)[HEALTH AND WELL-BEING](#)[HUMAN SERVICES](#)[ATHENE CHARITABLE FOUNDATION](#)[ATHENE BY THE NUMBERS](#)

Community involvement

Athene's corporate social responsibility mission is to create a positive social impact to build a brighter future for the communities in where we live and work.

Our community involvement and foundation giving are influenced by employee values – Athene's commitment to community involvement has consistently been the highest rated category in our employee engagement survey. We are proud to be able to align this passion with our business objectives. Our efforts are focused on our four philanthropic pillars – education, human services, health and well-being, and the environment – through philanthropy, community outreach and volunteer service.

Athene is a strong ally for community organizations – like the United Way of Central Iowa – that are experts in navigating the needs of our community. We have new and longstanding partnerships with a number of similar organizations and programs to ensure our contributions are impactful.





EDUCATION

Improve learning experiences

Education is the largest of our key areas and the basis for many of our programs. Athene has a history of supporting education initiatives in pursuit of closing education gaps. Today, we are taking steps to help underrepresented communities of students who may lack adequate resources achieve their educational goals. We believe every student deserves a good education to build a solid foundation for their future. The following programs support that mission.

Stuff the Bus

This community-wide initiative collects new and gently used children's books and provides them to childcare centers and educational programs that serve low-income children to improve reading development and literacy.

IN 2021

- \$5,000 sponsorship of the Stuff the Bus Program
- 12,069 books donated
- 52% of the 23,110 total books donated in 2021
- 130 reading programs and childcare centers supported

Back 2 School Bash

Each year, we host a school supply drive to fill backpacks for local students in low-income families. These backpacks are then given to students at a community event that kicks off the school year in August.

IN 2021

- 300 backpacks full of essential school supplies donated
- \$1,500 donation for additional school supplies

Athene scholarship programs

Recognizing the importance of supporting local students' aspirations for higher education in our communities, we have been increasing our support of post-secondary education. Central to our scholarship programs is investing in underrepresented students in our local Bermuda and Iowa communities by giving them opportunities to reach their educational goals. These programs also help us create local pipelines of talent for a diverse, prepared future workforce.

Bermuda scholarships

Scholarships are awarded to up to 10 students at Bermuda College each academic year and cover the full costs of each student's associate degree program and required books. Scholarships are available to students who have financial need and meet a minimum GPA requirement. This is the largest program of its kind at Bermuda College.

Game Changers Scholars

This program is designed to support underrepresented, diverse students with financial need reach their educational goals. Scholarships are awarded based on multiple criteria, and the students must reside or plan to attend college or university in Iowa.

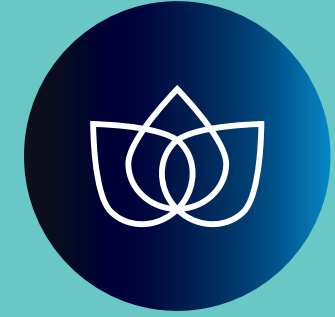
IN 2021

- \$40,000 in scholarships awarded
- 20 recipients from underrepresented communities

Career Development Centre at Bermuda College

Made possible in part by a \$1.9 million donation made by Athene Life Re in 2020, the career development center opened its doors in 2021. The new facility includes a high-tech computer lab, adaptive technology, an innovation lab with robotics and 3D printing, the renovation and refurbishment of a state-of-the-art lecture theater and more. The center gives current and future Bermuda College students access to cutting-edge resources they can use to create more opportunities for education and workplace advancement on the island.





ENVIRONMENTAL SUSTAINABILITY

Advance positive environmental change



In 2021, Athene added environmental sustainability to its philanthropic pillars. Our first year started off strong with a \$1 million commitment to the Great Outdoors Foundation's new ICON project to improve water trail environmental sustainability in central Iowa. The ICON Water Trails Project leverages partnerships and collaborations from throughout the state to develop advocates to safeguard waterways, and Athene hopes to have employees help with this mission in 2022. Our VP of Corporate Social Responsibility serves on the board.

These funds will be used to support water quality efforts at each of the following access points:

- Harriet Street: wetland development, streambank restoration and habitat improvement.
- Birdland Marina: biofiltration system installation.
- Prospect Park: streambank restoration, pollinator habitat and native plant restoration.
- Scott Avenue: water quality education signage.

As the project begins its efforts, we look forward to volunteering opportunities through ICON, Polk County Conservation and other nonprofits focused on environmental sustainability in our community.



HEALTH & WELL-BEING

Bolster healthier lifestyles

We are also rooted in supporting the health and well-being of our communities by providing donations, encouraging healthy behaviors and boosting access to mental health resources.

Coats & Boots

Athene's signature community giving program, started 28 years ago by predecessor companies, provides winter coats and snow boots to children at schools in Des Moines, Iowa. Athene has provided new coats and boots to an estimated 17,100 students over the life of the program.

IN 2021

- Nearly 1,700 students received coats and boots
- Four metro elementary schools and West Des Moines Human Services

Vision to Learn

Athene donated \$25,000 to the United Way of Central Iowa's **Vision to Learn** program. Vision to Learn sends a mobile optometry lab to test children's vision and, if needed, provides two pairs of glasses to lower-income students.

Bermuda End-to-End

For the fourth year in a row, Athene Life Re sponsored and volunteered at the 34th annual **Bermuda End-to-End**. This event started as a fitness challenge between friends to walk from one end of Bermuda to the other. Since then, it has grown into a large charity fundraiser that attracts thousands of people every year to walk, ride, or swim across Bermuda.





HUMAN SERVICES

Provide resources for the underserved

Our focus in human services is to help ensure members of our community have their basic needs met. We contribute to this area through a variety of corporate volunteer and giving efforts.

United Way

For the past 11 years, Athene has participated in a **United Way campaign** to contribute financially, volunteer and advocate for causes central to a thriving community. Athene is among the key corporate United Way partners in Iowa giving at the \$1 million level since 2018.

IN 2021

- Record-setting donation of \$1,561,966
- 358 volunteers for our Day of Action in the community
- 89% employee participation

In addition to our annual campaign, Athene's IT department spearheaded an initiative to donate **375 laptops and 50 desktops** to United Way for use by **29 partner agencies** to update their technology and bridge the digital divide that exists in the communities they support.

Happier holidays

Athene's annual **Adopt-a-Family** program partners with local schools, allowing employees to purchase holiday gifts and household items for low-income families. In 2021, 850 employees donated to 64 families, close to 300 individuals, in eight metro schools.

Employees in our Bermuda office organized a food and toiletries drive to support **Big Brothers Big Sisters of Bermuda** to help ensure local children and families had access to necessities during the holidays.

IN 2021

- Over 19,000 items donated
- \$10,000 donation to Big Brothers Big Sisters of Bermuda

In 2021, the Athene USA Charitable Foundation sponsored causes aligned with employee resource groups and our diversity, equity and inclusion initiatives, also providing opportunities for employees to get involved in the campaigns.

- \$1,000 to the **Annual Iowa Juneteenth Observance** in support of Juneteenth.
- \$1,000 to support programs coordinated by the **National Alliance on Mental Illness (NAMI)**, including a motivational speaker's series and mental well-being courses.
- \$1,500 as part of Athene's annual sponsorship of the 12th annual **Iowa Remembrance Run** to advocate for action and awareness of issues surrounding Iowa's military personnel and to honor Iowa's fallen soldiers.
- \$2,460 to support the annual CelebrAsian festival and the **Iowa Asian Alliance** celebrating and providing education on Asian and Pacific Island cultures.
- \$2,500 to **Capital City Pride** supporting its annual Pride celebration.
- \$1,000 to **Jewels Academy**, a nonprofit that offers STEM and self-enrichment programs for young women in grades 4 – 12. Employees on our actuarial team tutored students in math throughout the year.





HUMAN SERVICES

Providing food for our communities

Food Bank of Iowa

We **donated \$15,000** to support two Food Bank of Iowa initiatives, including the School Backpack program, and provided kid-friendly foods to **49 low-income school children** throughout the school year during weekends and school breaks. The donation also helped support a new culturally responsive food program that partners with ethnic community leaders to identify and provide staple food for their culture not typically available through food assistance programming. Athene's support will help deliver an estimated **21,000 lbs of food** to community-based organizations.

21,000 LBS OF
FOOD
to community-based organizations

\$15,000 DONATION
to support the Food Bank of Iowa

Booster Pak of Iowa

To help ensure local junior high students can focus on learning instead of worrying about their next meal, Athene partnered with Booster Pak of Iowa on a food drive. The food drive produced **2,288 food items** for **353 meals donated**, in addition to a **\$1,000 donation** to West Des Moines Human Services.

Coalition for the Protection of Children

Athene contributed \$30,000 to the Bermuda non-profit that provides crucial services for children that are not available or affordable elsewhere. Athene's donation helped support programs to provide meals for children, preventive education courses and trauma counseling.



Athene Charitable Foundation

The Athene USA Charitable Foundation was established in 1994 to create a positive social impact in the areas of education, human services and health and well-being in the communities in which Athene employees live and work. As we continue to shape the future of community involvement at Athene, the foundation's focus and commitment to supporting the community through employee engagement and philanthropic giving continues today.

Each year, Athene makes contributions that enable the Foundation to make donations to various causes and organizations within our communities. Over the coming years we will continue to prioritize these contributions. In 2021, the foundation donated nearly \$1.1 million to support over 20 local charities and organizations through events, sponsorships, and diversity, equity and inclusion initiatives in our community that align with our four giving pillars.

Alongside our corporate philanthropic efforts, Athene recognizes the value of grassroots efforts, giving employees the opportunity to donate to organizations they support. Through the foundation, Athene provides financial support to nonprofit 501(c)(3) organizations primarily through two programs.

Dollars for Doers

The foundation provides grants to qualifying organizations that employees choose to support through volunteerism throughout the year. With this program, an organization can receive up to a \$2,000 grant depending upon the number of personal hours an employee contributes during the year. In 2021, Athene provided \$45,535 to 25 organizations through the Dollars for Doers program.

Matching Gifts

This program encourages employees to contribute financially to qualifying organizations by having the foundation match donations on a dollar-for-dollar basis up to \$500 per employee per calendar year. In 2021, Athene provided \$19,634 to over 40 organizations through Athene's Matching Gifts program.

Bermuda Charitable Committee

Employees in our Bermuda office organized the **Bermuda Charitable Committee**, which provides donations from a corporate budget to local organizations to support their community. In 2021, the committee donated more than \$250,000 to support 17 nonprofits.





48,296 MEALS
through Booster Pak &
Meals from the Heartland



12,069 BOOKS
donated through Stuff the Bus



1,700
students received
coats & boots



5,085 VOLUNTEER
HOURS

70 hours
PRO-BONO LEGAL WORK

\$14,490
PRO-BONO WORK



\$869,091
EMPLOYEE DONATIONS

\$2,152,697
DONATED
by the Bermuda Charitable Committee

\$1,084,768 DONATED
from the Athene Charitable Foundation

\$4,106,557 **TOTAL
DOLLARS DONATED**

Accolades 2021

Athene is a great place to work and grow. We are honored to have received the following awards and recognition. These achievements are the result of Athene's commitment to our employees, customers and community organizations.

Top Workplaces



**IOWA TOP
WORKPLACE:
2014 - 2021**



**TOP WORKPLACES
USA, 2021**



**BERMUDA
TOP 10 EMPLOYER**

Military Friendly Employer



**2017 GOLD
2018 SILVER
2019 SILVER
2020 BRONZE
2021 SILVER**

United Way of Central Iowa



**2016 ADVOCATE,
VOLUNTEER**

**2017 SPIRIT OF
CENTRAL IOWA**

**2018 GAME-CHANGER,
IMPACT-MAKER,
TRAIL BLAZER**

**2019 SPIRIT OF
CENTRAL IOWA**

2020 IMPACT-MAKER

**2021 SPIRIT OF
CENTRAL IOWA**

Military Friendly Spouse Employer



**2017
2018
2019
2020
2021**

Product Awards



**EXCELLENCE IN
EDUCATION LOMA:
10 PLUS YEARS**



**STRUCTURED RETAIL
PRODUCTS (SRP):**

**BEST CARRIER AWARD:
2017, 2018, 2021**

**FIA OF THE YEAR:
2019 AND 2021**

**CARRIER HEDGING
TEAM OF THE
YEAR: 2021**

Corporate Equality Index (CEI)



2020



2021



Legal disclaimers

This Corporate Social Responsibility Report (the “Report”) is provided by Athene Holding Ltd. (together with its subsidiaries, “Athene”) for informational purposes only. This Report is solely intended to summarize Athene’s corporate social responsibility processes and strategies and should not be relied upon for any other purpose. This Report does not constitute an offer to sell, or the solicitation of an offer to buy, any security, product or service. This Report covers the time period beginning on January 1, 2021 and ending on December 31, 2021, unless otherwise indicated. Any past performance information provided in this Report is not indicative or a guarantee of future performance or returns. We did not seek, nor was there provided, external assurance from third parties with respect to most of the information contained in this report. To the extent that the information was provided by third parties, Athene makes no representation or warranty, express or implied, with reasonable respect to the accuracy, reasonableness, or completeness of such information. The contents of this report are not being disclosed pursuant to any broadly accepted framework.

Forward-looking statement

This Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These statements are based on the beliefs and assumptions of Athene’s management and the management of Athene’s subsidiaries. Generally, forward-looking statements include actions, events, results, strategies, and expectations and are often identifiable by use of the words “believes,” “expects,” “intends,” “anticipates,” “plans,” “seeks,” “estimates,” “projects,” “may,” “will,” “could,” “might,” “should,” “aims,” “hopes,” “aspires” or “continues,” or similar expressions. Forward-looking statements within this Report include, but are not limited to, statements regarding Athene’s CSR targets, goals, commitments and programs, and other business plans, initiatives, and objectives. Such statements are subject to risks and uncertainties that could cause actual results, events, and developments to differ materially from those set forth in, or implied by, such statements. For a description of certain of such risks and uncertainties, see Athene’s Securities and Exchange Commission filings, including most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K, which can be found at the SEC’s website www.sec.gov.

The information in this report may not necessarily be complete and may change at any time without notice. All forward-looking statements described herein are qualified by these cautionary statements and there can be no assurance that the actual results, events, or developments referenced herein will occur or be realized. Athene does not undertake any obligation to update or revise the Report content nor forward-looking statements to reflect changed assumptions, the occurrence of unanticipated events, or changes to future operating results.

Endnotes

- 1 Relating to donations, sponsorships and contributions, “Athene” includes Athene Holdings Ltd. together with its subsidiaries and the Athene Charitable Foundation.
- 2 Funding agreements are comprised of funding agreements issued under our FABN and FABR programs, funding agreements issued to the FHLB and long-term repurchase agreements.
- 3 Includes excess equity capital of \$3.4 billion, untapped debt capacity of \$2.7 billion, and \$1.3 billion of available undrawn third-party ACRA/ADIP capacity. Untapped debt capacity assumes capacity of 25% debt-to-capitalization and is subject to general availability and favorable market conditions.
- 4 Financial strength ratings for Athene Annuity & Life Assurance Company, Athene Annuity and Life Company, Athene Annuity & Life Assurance Company of New York and Athene Life Re Ltd. S&P, Fitch, A.M. Best's and Moody's credit ratings reflect their assessment of the relative ability of an insurer to meet its ongoing insurance policy and contract obligations. S&P rating as of May 2021 (A+, 5th highest out of 21), Fitch rating as of May 2022 (A+, 5th highest out of 19), A.M. Best rating as of April 2022 (A, 3rd highest of 16) and Moody's rating as of July 2022 (A1, 5th highest of 21). Athene Holding Ltd.'s credit rating is A-/A-/bbb+/Baa1 for S&P, Fitch, A.M. Best and Moody's respectively.
- 5 LIMRA Secure Retirement Institute, U.S. Individual Annuity Industry Sales Report, Fourth Quarter 2021.
- 6 LIMRA, U.S. Group Annuity Risk Transfer Survey, Fourth Quarter 2021.
- 7 Funding agreements are comprised of funding agreements issued under our FABN and FABR programs, funding agreements issued to the FHLB and long-term repurchase agreements. Credit Suisse data for full year 2021.
- 8 Bain & Co, as of December 31, 2021. Net Promoter Score is a 200-point scale ranging from -100 to +100 and calculated by subtracting percent promoters less percent detractors.
- 9 “Excellent” Bain & Co Any NPS score above 0 is “good,” 20 and above is considered “favorable,” 50 and above is “excellent,” and above 80 is “world class.”



Corporate Social Responsibility

2021 REPORT

Athene Holding Ltd.

Second Floor, Washington House
16 Church Street
Hamilton HM 11
Bermuda

Athene USA

(U.S. retail annuity company)
7700 Mills Civic Parkway
West Des Moines, IA 50266
1-888-266-8489

Athene Annuity & Life Assurance Company of New York (AANY), on a statutory basis, based on the financial statement as of December 31, 2021: Total Admitted Assets: \$4.01 billion; Total Liabilities: \$3.70 billion; Reserves Required: Direct - \$2.58 billion; Ceded - \$2.17 billion; Net - \$407 million; Total Capital & Surplus: \$304 million; Securities Pledged as Collateral (Cash) \$0.31 million.

Athene Annuity and Life Company (AAIA), on a statutory basis, based on the financial statement as of December 31, 2021: Total Admitted Assets: \$106.30 billion; Total Liabilities: \$105.02 billion; Reserves Required: Direct - \$78.45 billion; Assumed - \$0.19 billion; Ceded - \$18.45 billion; Net - \$60.19 billion; Capital & Surplus: Common capital stock - \$0.01 billion; Paid-in and contributed surplus - \$1.69 billion; Unassigned surplus - \$(0.42) billion; Total Capital & Surplus: \$1.28 billion.