

SUPPLEMENTAL COMPENSATION EXHIBIT

For The Year Ended December 31, 2025 (To Be Filed by March 1)

PART 1 – INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company systems? Yes ☒ No ☐
 If yes, do the amounts below represent 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group:
 Yes ☐; or 2) allocation to each insurer: Yes ☒
 Effective January 1, 2014, allocation to the reporting insurer is 50% consistent with its governing intercompany pooling arrangements.
2. Did any person while an officer, director, or trustee of the reporting entity, receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity? Yes ☐ No ☒
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement? Yes ☐ No ☒

PART 2 — OFFICERS AND EMPLOYEES COMPENSATION

Name and Principal Position	Appt	Term	2	3	4	5	6	7	8	9	10
						Stock	Option	Sign-on	Severance	All Other	
			Year	Salary	Bonus	Awards	Awards	Payments	Payments	Compensation	Totals
Current: Principal Executive Officer											
1 Timothy Sweeney			2025	700,000	3,237,500	1,540,434	6,159,516	0	0	2,725,883	14,363,333
Timothy Sweeney	0	0	2024	693,269	1,807,313	1,012,700	4,049,793	0	0	2,677,922	10,240,997
Timothy Sweeney	0	0	2023	675,000	1,874,888	1,012,665	4,051,033	0	0	2,732,698	10,346,284
Current: Principal Financial Officer											
2 Julie Haase			2025	397,212	810,000	632,593	117,202	0	0	467,924	2,424,930
Christopher Peirce	0	12/24	2024	482,308	1,021,963	356,440	1,425,798	0	0	2,192,687	5,479,195
Julie Haase	12/24	0	2024	275,000	527,240	117,040	117,078	0	0	382,499	1,418,857
Christopher Peirce	0	0	2023	471,635	1,222,619	346,875	1,387,526	0	0	2,190,689	5,619,344
Name and Principal Position	Title										
3 Neeti Bhalla Johnson	Executive Vice President		2025	656,250	2,182,821	474,717	1,898,882	0	0	964,404	6,177,074
Neeti Bhalla Johnson	Executive Vice President	0	2024	624,423	1,734,236	452,200	1,808,838	0	0	1,106,886	5,726,583
Neeti Bhalla Johnson	Executive Vice President	0	2023	591,731	2,019,654	422,070	1,688,270	0	0	1,500,079	6,221,803
4 James MacPhee	Executive Vice President		2025	557,500	1,698,982	418,535	1,674,277	0	0	520,077	4,869,370
James MacPhee	Executive Vice President	0	2024	557,500	1,140,108	418,380	1,673,520	0	0	638,582	4,428,090
James MacPhee	Executive Vice President	0	2023	535,289	1,252,511	356,322	1,425,389	0	0	209,719	3,779,229
5 Vlad Barbalat	Executive Vice President		2025	476,635	1,773,228	351,029	1,404,203	0	0	572,737	4,577,832
Vlad Barbalat	Executive Vice President	0	2024	461,442	1,604,848	334,020	1,336,080	0	0	595,013	4,331,403
Vlad Barbalat	Executive Vice President	0	2023	432,885	1,390,535	300,021	1,200,142	0	0	346,040	3,669,622
6 Hamid Mirza	Executive Vice President		2025	468,269	1,418,850	292,670	1,170,714	0	0	380,855	3,731,357
Melanie Foley	Executive Vice President	0	2024	439,808	738,440	259,540	1,038,198	0	0	1,332,265	3,808,250
Melanie Foley	Executive Vice President	0	2023	432,500	856,505	259,590	1,038,378	0	0	450,412	3,037,384
7 Melanie Foley	Executive Vice President		2025	442,500	1,094,358	265,667	1,062,789	0	0	432,417	3,297,730
Hamid Mirza	Executive Vice President	0	2024	445,288	440,898	259,540	1,038,198	0	0	318,078	2,502,002
Damon Hart	Secretary	0	2023	325,000	496,883	162,858	651,480	0	0	216,102	1,852,322
8 Damon Hart	Secretary		2025	347,981	652,356	171,595	686,488	0	0	452,013	2,310,432
Monica Caldas	Executive Vice President	0	2024	337,788	462,414	412,680	650,598	0	0	353,142	2,216,622
Monica Caldas	Executive Vice President	0	2023	325,000	327,572	162,858	651,480	0	0	219,695	1,686,605
9 Monica Caldas	Executive Vice President		2025	353,462	732,629	171,595	686,488	0	0	276,332	2,220,505
Damon Hart	Secretary	0	2024	337,788	462,414	162,640	650,598	0	0	231,712	1,845,152
Hamid Mirza	Executive Vice President	0	2023	397,951	381,876	126,961	507,853	0	0	103,910	1,518,551
10 Paul Sanghera	Executive Vice President		2025	257,548	192,183	157,658	157,707	0	0	223,527	988,623
Paul Sanghera	Executive Vice President	0	2024	250,298	139,436	153,140	153,216	0	0	220,810	916,899
Paul Sanghera	Executive Vice President	0	2023	245,000	151,403	153,411	153,489	0	0	165,689	868,992

PART 3 — DIRECTOR COMPENSATION

Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
1. Vlad Yakov Barbalat President, LM Investments	0	0	0	0	0	0
2. Monica Alexandra Caldas Chief Information Officer	0	0	0	0	0	0
3. Melanie Marie Foley Chief People, Purpose, and Brand Officer	0	0	0	0	0	0
4. Julie Marie Haase Chief Financial Officer	0	0	0	0	0	0
5. Damon Paul Hart EVP, Chief Legal Officer & Secretary	0	0	0	0	0	0
6. Neeti Bhalla Johnson President, Global Risk Solutions	0	0	0	0	0	0
7. James Michael MacPhee Chief Operation Officer, Liberty Mutual	0	0	0	0	0	0
8. Hamid Talal Mirza President, US Retail Markets	0	0	0	0	0	0
9. Timothy Michael Sweeney Chairman & Chief Executive Officer	0	0	0	0	0	0
	0	0	0	0	0	0

* All directors are either employees or officers of affiliates of the reporting insurer within the Liberty Mutual Holding Company Inc. structure and do not receive compensation for their director services.

PART 4 — NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

BONUS:

Amounts reported under “Bonus” in Part 2, Column 4 reflect short-term incentive amounts earned during the performance year ending immediately prior to payment.

STOCK AWARDS:

Amounts reported under “Stock Awards” in Part 2, Column 5 reflect certain amounts of restricted units (“RUs”) granted to executive officers under the Liberty Mutual Long-term Value Plan (“LVP”) for the reporting year. Each RU is a bookkeeping entry that entitles the holder to a payment of cash at a later time. The value of each RUs is based on the Company’s book value. The reported amounts reflect the target RU compensation at the grant date. The target RU compensation is determined based upon reference to market data for executives with similar responsibilities and with companies of similar size and complexity to the Company. There can be no assurance that the target RU compensation will actually be delivered as the actual amount realized will vary based upon the performance of the Company over the time period the RUs are held prior to redemption. RUs granted to executive officers generally vest over a 3-year period in increments of 25% in year 1, 25% in year 2 and 50% in year 3 following the grant date. See note regarding “All Other Compensation” for additional information regarding the timing of redemption of RUs granted to executive officers under LVP.

OPTION AWARDS:

Amounts reported under “Option Awards” in Part 2, Column 6 reflect certain amounts of appreciation units (“AUs”) granted under the Liberty Mutual Long-term Value Plan (“LVP”) for the reporting year. Each AU is a bookkeeping entry that entitles the holder to a payment of cash at a later time. An AU has no immediate cash value. Instead, the executive officer may only become entitled to a later cash payment to the extent that there is an increase in the unit value after the grant date. The increase or decrease in unit value after the grant date is measured based on the change in the Company’s book value. The reported amounts reflect the target AU compensation at the grant date. The target AU compensation is determined based upon reference to market data for executives with similar responsibilities and with companies of similar size and complexity to the Company. There can be no assurance that the target AU compensation will be delivered as the actual amount realized will vary based upon the performance of the Company and the time period the AUs are held prior to exercise. AUs granted generally vest over a 3-year period in increments of 25% in year 1, 25% in year 2 and 50% in year 3 following the grant date. See note regarding “All Other Compensation” for additional information regarding AUs.

SEVERANCE PAYMENTS:

Amounts reported under “Severance Payments” in Part 2, Column 8 reflect severance pay or separation pay received as a result of termination of employment and, with respect to termination due to retirement, includes the value of periodic pension payments under the Company pension plans received during the reporting year. Pension plans provide income for periods of retirement and are structured to reward and retain employees for long service. The Company sponsors a defined benefit pension plan covering substantially all of the Company’s employees (the “LM Retirement Plan”). If the benefit for an eligible individual exceeds the tax-qualified limits, the excess is provided from an un-funded, non-qualified plan (the “Non-Qualified Plan”). Given their level of compensation, the executive officers are all participants in the Non-Qualified Plan. The formula for determining an employee’s as well as an executive officer’s annual pension benefit at normal retirement under the Liberty Mutual retirement plans changed effective January 1, 2014 and is now a function of the sum of two distinct formulas. Any benefit due for service through December 31, 2013 is determined under a final average pay formula. The final average pay formula benefit is based on a participant’s years of credited service as of December 31, 2013, and the participant’s age and “final average pay” as of the his or her termination date. Final average pay under the Liberty Mutual retirement plans is determined using the highest five consecutive years of annual compensation in the last 10 years prior to termination. Pay increases or decreases after December 31, 2013 and before December 31, 2020 were taken into account in determining the final average pay benefit. Only base salary and short-term incentive compensation are considered eligible compensation for purposes of the final average pay formula. The percentage of final average pay used to determine the benefit for credited service through December 31, 2010 is 54% minus 50% of the Social Security benefit, and for credited service beginning on or after January 1, 2011, 35% minus 35% of the Social Security benefit. For the first 5 years of credited service in excess of 35 years, an annual accrual equal to 0.5% of final average pay. No additional service credit accrues under the final average pay formula after December 31, 2013, any accrued benefit under this formula has been frozen as of January 1, 2021. Effective as of January 1, 2014, any benefit due for service after December 31, 2013 is determined under a cash balance benefit formula. Under this formula, each participant in the retirement plans will have a notional cash balance account which will be credited with pay credits equal to 5.0 percent per annum of eligible compensation and interest credits based on the 30-Year US Treasury rate for the August immediately preceding a plan year. Compensation taken into account under the final average pay and cash balance formula is the same. The total benefit due under the retirement plans is the sum of the amount due under the final average pay formula and the cash balance formula. The Company also sponsors a Section 401(k) plan covering substantially all of the Company’s employees (the “LM 401(k) Plan”) that allows them to set aside eligible pay, subject to a Company match, on a tax advantaged basis. The Non-Qualified Plan also allows participants to elect to set aside eligible pay that is not otherwise allowed for under the Company’s 401(k) Plan due to tax law limits for payment at a fixed future date or beginning at retirement. Certain amounts set aside for savings under the Non-Qualified Plan are also matched by the Company under the same match formula that applies to employees generally under the LM 401(k) Plan. Under both the LM 401(k) Plan and the Non-Qualified Plan, amounts set aside by a participant and the matching contributions, are invested in one or more investment options elected by the participants and account balances are adjusted accordingly for respective investment gains or losses.

ALL OTHER COMPENSATION:

Amounts reported under “All Other Compensation” in Part 2, Column 9 reflect matching contributions under the Company’s retirement savings plans (e.g. – 401(k) plan), and the taxable portion, if applicable, of benefits related to personal financial planning and tax preparation services, life insurance premiums, parking, security, business travel, recognition awards or the personal use of corporate aircraft. This column also includes cash proceeds received, if any, by the executive officers for retention incentive awards earned as well as from AUs exercised and RUs redeemed from grants previously awarded and vested. AUs are granted with a 10-year term. AUs can be exercised when vested at the personal discretion and timing of the executive officer, but within an exercise window, which is in the second quarter of the calendar year. AUs that remain unexercised after the 10-year term are automatically redeemed in the redemption window immediately following their expiration date. For RUs granted after 2020, redemption is not subject to individual deferral elections and such RUs will generally be automatically redeemed following the third anniversary of the grant date. See notes for “Stock Awards” and “Option Awards” for additional information concerning AUs and RUs. See note for “Severance Payments” for additional information concerning the Company’s pension and retirement savings plans.