

BEYOND LIMITS

2025 ANNUAL REPORT

MEMIC

DEAR POLICYHOLDER

The MEMIC Group ended 2025 with strong results and exciting opportunities ahead.

Direct written premium grew by 1.3 percent to more than \$441 million.

Supported by both investment performance and underwriting income, surplus increased to a record amount, and **A.M. Best reaffirmed the Group's "A" (Excellent) rating.** MEMIC's mutual structure again delivered direct value to policyholders in Maine through a **\$19 million dividend paid to more than 17,000 employers.** Since 1998, those dividends have returned a total of \$389 million to Maine policyholders.

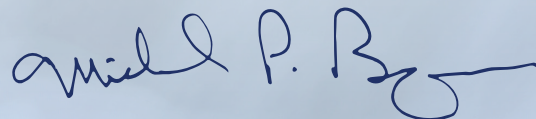
Those outcomes are especially meaningful given the broader market conditions. Workers' compensation remains a competitive and evolving line, with continuing rate pressure and slowing wage growth. Even so, MEMIC increased market share, grew in key regions, and strengthened relationships with independent agents. For policyholders, that performance signals an organization that is staying disciplined, investing wisely, and continuing to deliver value where it matters most.

The year also brought important operational progress. MEMIC continued advancing Project Summit and other technology efforts designed to create a more modern and scalable foundation for the business. These investments are intended to improve how the organization supports policyholders and agents, while also helping MEMIC operate with greater consistency, insight, and readiness for future growth.

Just as important, MEMIC continued to demonstrate the depth of its organization. Leadership transitions during the year were met with experienced internal talent stepping into key roles, underscoring both continuity and readiness across the company. Consistent with its strategic plan, MEMIC also continued to invest in employee development and engagement at every level of the organization, reinforcing the belief that talent is a key differentiator.

The biggest headline from 2025 was MEMIC's successful acquisition of RAS/Dakota Group, which entered into a definitive agreement in September and closed in early January 2026. This addition of the upper Midwest market and \$171 million in written premium also adds complementary capabilities, creates new opportunities for growth, and makes MEMIC the third-largest multi-state workers' compensation specialist in the country. Over time, this step will help strengthen The MEMIC Group's ability to serve employers across a wider footprint while remaining grounded in the same mission and service values that have defined MEMIC from the beginning.

Looking ahead, MEMIC remains focused on serving policyholders, strengthening agent partnerships, and making the investments needed to support long-term success. As the workers' compensation market continues to evolve, that focus will help MEMIC adapt, compete, and continue fulfilling its mission of making workers' comp work better.



Michael P. Bourque
President and CEO

BEYOND
LIMITS

FINANCIAL HIGHLIGHTS

IN THOUSANDS

	2025	2024
--	------	------

ASSETS

Invested	\$ 1,680,996	\$ 1,588,563
Other	202,335	192,807
Total Assets	\$ 1,883,331	\$ 1,781,370

LIABILITIES

Loss & LAE Reserves	\$ 854,980	\$ 862,674
Other	310,527	298,098
Total Liabilities	\$ 1,165,507	\$ 1,160,772
Policyholders' Surplus	\$ 717,824	\$ 620,598

KEY STATISTICS

Dividends	\$ 24,586	\$ 24,163
Direct Written Premium	\$ 441,224	\$ 435,583
Premium to Surplus Ratio, Direct	.61:1	.70:1
Premium to Surplus Ratio, Net	.61:1	.69:1
Number of Policyholders	21,214	20,916
Net Combined Ratio before Dividends	99.34%	98.06%
Net Operating Ratio	84.44%	86.23%
Change in Asset Base Year over Year	\$ 112,167	\$ 49,548

BOARD OF DIRECTORS

Doug W. Abbott

Michael P. Bourque

Meredith Strang Burgess

Jeanne A. Hulit

Laurie G. Lachance

Matt J. McGrath

Hilary A. Rapkin (Chair)

Kevin L. Raye

Jean P. Wilson

LEADERSHIP

Michelle Y. Allen, MBA, SPHR, SHRM-SCP, CEBS, WCP®

Senior Vice President, Chief Human Resources Officer

Michael P. Bourque, WCP®

President and Chief Executive Officer

Matthew Coy, WCP®

Senior Vice President and Chief Information Officer

Eileen M. Fongemie, CPA, CPCU, WCP®

Senior Vice President, Chief Financial Officer and Treasurer

Lily B. Hanstein, WCP®

Senior Vice President, Strategy and Communications

Matthew H. Harmon, WCP®

Senior Vice President, Claims

Maryann S. Hoff, ARM, CSP, WCP®

Vice President, Loss Control and Safety Services

Gregory G. Jamison, CPCU, WCP®

Senior Vice President, Underwriting

James Keck, AU, WCP®

Regional Vice President, Underwriting



MEMIC

The MEMIC logo is rendered in a bold, white, sans-serif typeface. The letters are closely spaced, and the 'E' features a distinctive horizontal bar that extends to the right, creating a unique, stylized appearance. The logo is positioned in the upper right corner of the page.

MEMIC

**CORPORATE
HEADQUARTERS**

261 Commercial Street
Portland, ME 04101

1-800-660-1306

www.memic.com