

BOARD DIVERSITY POLICY

Background

Brit is a global (re)insurance group, comprising Brit Group Holdings Limited (“**BGHL**”) and its subsidiaries. Brit Syndicates Limited (“**BSL**”) is a material subsidiary within the group, operating as the Lloyd’s Managing Agent for Syndicates 2987 and 2988.

Scope

This policy applies to both BGHL (in respect of its oversight and management of the group) and BSL (in respect of its individual oversight and management).

Policy

A clear and effective **culture** is one of Brit’s strategic imperatives. It enables us to achieve our objectives by fostering collaborative and efficient ways of working across the business. The benefits of that collaboration are catalysed by diversity – allowing different perspectives to develop into new and innovative solutions.

Our approach to Board diversity is no different. We seek a range of perspectives to enhance the breadth and depth of guidance and challenge in the boardroom.

The execution of our Board diversity policy is founded on two interconnected processes:

- (i) **Composition Assessments** - firstly, the composition of our Boards is periodically assessed against the range of qualities and experience required to deliver long-term strategic objectives. As our strategy reflects the external environment (including its diversity), the qualities and experience needed for its delivery are similarly reflective. The Nominations Committee is responsible for conducting these assessments on at least an annual basis.
- (ii) **Board Succession and Renewal** - secondly, the findings from those composition assessments are incorporated into non-executive succession planning. In line with best practice, the tenure of our independent non-executives does not generally exceed nine-years, which provides the turnover necessary to develop and deploy those succession plans – as well as preserving Board independence. Again, the Nominations Committee holds responsibility for these arrangements.

It is recognised that the Nominations Committee must manage these processes subject to and in consideration of relevant statutory and regulatory obligations. Specifically, it is recognised that -

- (i) the range of qualities and experience pursued by the Nominations Committee (and the Board) must, in the opinion of directors, promote the success of the company in compliance with Section 172 of the Companies Act 2006. Ensuring that the range of qualities and experiences are informed by long-term strategy (as above) ensures this duty is met.
- (ii) in compliance with the protections afforded under company law, our sole shareholder retains the right to appoint and remove directors. To create alignment between that right and the aims of the Nominations Committee, a representative of the sole shareholder is a member of the committee.
- (iii) PRA Rules and Disclosure Guidance and Transparency rules mandate the presence of certain skills and experience on the BSL and BGHL Audit Committee, respectively. The Nominations Committee factors those requirements into composition assessments and succession plans.

In applying these processes, it is also recognised that the Nominations Committee may wish to have regard to the principles and provisions published within corporate governance codes and guidance from time to time.

This Board Diversity Policy was approved by the Board on 18 February 2026.