

BERKSHIRE HATHAWAY INTERNATIONAL INSURANCE LTD

BOARD DIVERSITY POLICY

1. Purpose

The purpose of this Board Diversity Policy (the **Policy**) is to outline Berkshire Hathaway International Insurance Ltd (the **Company**)'s approach and commitment to fostering a diverse and inclusive Board of Directors (**Board**).

2. Scope

This Policy applies to the Board and to Director appointments.

3. Policy Statement

a. General Principles

The Company believes in diversity and values the benefits that diversity can bring in relation to improving the overall functioning of the Board and reducing the risk of groupthink.

The Company seeks to appoint and maintain a Board comprised of talented and dedicated Directors with a diverse mix skills (particularly those identified in the Board Skills Matrix), expertise and experience, educational and professional backgrounds ages and genders. This diversity of perspectives and experiences supports balanced judgment and robust debate.

The Company is committed to a merit-based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination.

b. Gender Balance

The Company recognises the importance of maintaining gender diversity on the Board as a key element of effective governance and decision-making.

The Company is committed to continuing to ensure that the principle of equal opportunities is respected, to monitor gender representation on the Board on an ongoing basis and to take appropriate steps to promote and preserve balance where possible.

When assessing Board composition or identifying suitable candidates for appointment to the Board, the Nomination and Remuneration Committee and Board will ensure that all appointments are made on merit against objective criteria, having due regard to applicable law and regulatory requirements, the benefits of gender diversity, the needs of the Board and industry standards.

c. Anti-Discrimination

The Company will comply with applicable equality and anti-discrimination law and regulatory requirements, including in relation to Board appointments and composition.

d. Board Diversity Review

In conjunction with the annual review of the Board Skills Matrix, the Company will conduct an annual review of the Board's overall diversity, assessing the mix of skills, experience, backgrounds, and perspectives represented. This review will be documented and presented to the Nomination and Remuneration Committee.

4. Risks and Controls

Please refer to the Risk and Control Register for the risks and controls relevant to this Policy.

5. Related Documentation

This Policy is supplemented by the following documents:

- **Succession Planning Policy** – This policy sets out the Company's approach to identifying potential successors to assume Board and senior management roles.
- **Succession Plan** – Matrix of individual incumbent/incoming Board and senior management personnel and their proposed successors.
- **Board Skills Matrix** – Matrix detailing the skills mix across members of the Board.

6. Roles and Responsibilities

a. The Board

The Board is responsible for approving the Policy in accordance with the Company's Documentation Policy.

b. Nomination & Remuneration Committee

The Nomination & Remuneration Committee is responsible for reviewing and recommending any material changes to this Policy to the Board in accordance with the Company's Documentation Policy.

c. Executive Management Committee

The Executive Management Committee is responsible for reviewing and approving/recommending changes to this Policy to the Nomination & Remuneration Committee.

d. Head of Function

The Chief Counsel & Company Secretary is responsible for the substance and for ensuring compliance with the Policy, and for reviewing and approving requests to deviate from this Policy.

e. Document Owner

As Document Owner, the Chief Counsel & Company Secretary is responsible for communicating this Policy and providing guidance and training in relation to complying with the requirements of this Policy.

f. Internal Audit

Internal Audit are responsible for the independent oversight and assurance of the adequacy and effectiveness of Key Documents.

7. Contact

Should you have any queries in relation to this Policy, please contact the Chief Counsel & Company Secretary.

8. Policy Review

The Chief Counsel & Company Secretary will review/refresh this Policy in accordance with the Company's Documentation Policy.

9. Version Control

Document Name	Board Diversity Policy
Owner	Chief Counsel & Company Secretary
Version	3.0
Approved By	The Board
Last Reviewed	March 2026
Summary of Changes	Annual review: New template and updated for EIOPA guidelines
Effective Date	2 April 2026