

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

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One80 Intermediaries takes seriously the environmental, social and governance (ESG) responsibility we have to be a good corporate citizen. We are committed to being stewards of social responsibility by enhancing the quality of life for our associates, the community, and the world-at-large.

Ethics & Moral Compass

Our company was founded with a strong ethics and moral compass that guides us today. It starts with our associates, by creating and sustaining an inclusive, productive, and rewarding culture and operating with the highest standards of trust and integrity with our clients, partners, suppliers, and each other. We operationalize our ethics and compliance culture through the communication and reinforcement of a strong code of conduct, conflicts of interest and anti-corruption policies that serve as pillars of our day-to-day business activities.

Diversity & Inclusion

Diversity & Inclusion has long been a part of our core values. Throughout 2021, we brought heightened appreciation to the strengths of our diversity and culture through our D&I Council and Regional Committees. We enjoyed regional celebrations and awareness-raising events that brought us together around D&I themes through our BeHEARD series.

The goal of the BeHEARD series is to unite and encourage dialogue and ensure that every associate feels that they have a voice in the company. Some of the topics we addressed were Allyship, Black History Month, Pride Month, Disability Awareness, Hispanic/Latin Heritage Month, and Women's History to name a few.

Corporate Governance

In 2021, we also began the foundational development of Employee Resource Groups to provide associate communities aligned with our D&I strategy and Unconscious Bias Training. We look forward to these programs being introduced across the company in 2022.

Guided by our foundational values, strong corporate governance has remained a core focus as we continue to grow – starting at the top with our Board of Directors and cascading down to our management team and further to each of our associates. Our Board oversees the senior management team, meeting regularly to provide guidance on strategic decisionmaking and risk management matters.

With the support and oversight of the Board, the company has developed additional governance bodies including:

- An executive committee made up of key leaders from a range of functions and business units to whom regular reporting and updates on matters including business strategy, risk management, human capital matters, cyber security, ESG initiatives, ethics and compliance and regulatory matters.
- Various task force bodies are led or sponsored by members of the executive team in the areas of D&I, business continuity, workforce management, and sustainability.

We will continue to invest in our governance structure in the years to come, including investing in a Governance, Risk and Compliance platform in 2022 that will enhance connectivity between the Board, executive team, and our individual business unit operations and allow us to implement, monitor, and

Community Giving

audit policies and procedures to protect our clients and associates.

Our company foundation encourages all associates to actively participate in charitable activities to support the communities where we live and work. Associates throughout the country hosted fundraisers and took part in philanthropic events to support varying community needs at food banks, children and senior homes, diaper drives, and much more.

Our hallmark event is the annual Risk Strategies Foundation Golf Tournament. In 2021, 90 golfers and 39 sponsors participated, raising over \$100,000 for the Foundation. We thank our valued carrier and industry partners for participating in this event which funds many of our philanthropic activities.

In total, between employee efforts, a direct company donation of \$250,000, and Foundation matching, Risk Strategies, its divisions, and associated specialty organizations raised more than \$750,000 for charitable causes nationwide in 2021.

Environmental

We believe in protecting the environment and instilled a greater commitment to sustainability in 2021. The Ways of Working program enabled more than 70% of our associates to work remotely, positively impacting morale and productivity, and also the environment. Remote work is a major sustainability initiative that contributes to a

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One80 Intermediaries is a privately held insurance wholesale broker and program manager with offices in both the US and Canada. We offer market leading access to all major insurance markets in the US, UK, and Canada, as well as in-house binding authority for property & casualty, financial lines, personal lines, life insurance, medical stop loss risks, travel/accident and health, affinity, and warranty coverage.

reduction of our carbon footprint, greenhouse gas emissions, and even the use of paper and plastics. We also have a five-year plan to reduce our real estate footprint by 50%, furthering our sustainability efforts. Conservation is an emerging effort for the organization as we continue to identify opportunities for impactful change.

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