

# Argo's D&I Policy – *Approved August 2022*

## Diversity and Inclusion (“D&I”)

Argo Group International Holdings, Ltd. (“Argo”) aims to foster a workplace that reflects and contributes to the diverse communities where we do business.

Argo is committed to cultivating an authentic and inclusive workplace, ensuring all our employees feel comfortable bringing their whole selves to work, confident of being treated respectfully, with equal opportunities to be successful.

We believe:

- Consciously embracing our differences is critical to driving innovation and business results.
- Some of the greatest ideas come from a diverse mix of minds, cultures and experiences.

Diversity at Argo is defined as: the range of human difference. Each person has layers of diversity that makes their perspectives unique.

Inclusion at Argo is defined as: the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.

We recognize and value that human capital is the most valuable asset we have. Our employees are the very core in defining who we are as a company. We see diversity and inclusion as more than a legal or moral requirement; it is an opportunity to be leveraged for competitive advantage – not an obstacle to overcome – and key to our strategic agenda.

### ***Argo's Policies, Practices and Governance Structure***

Our commitment to championing a diverse and inclusive work environment is key to innovating, developing and retaining a vibrant workforce. D&I is a Board-led business strategy, and we are dedicated to integrating its values and practices into existing corporate policies and processes and empowering the organization accordingly.

Our corporate policies and practices related to diversity and inclusion guide our leaders.

- Our D&I Mission and Values: Our purpose is to secure a more equitable future for our policyholders, employees, shareholders, stakeholders and the communities in which we work and live. We do this through living out our core values, which include respecting each other, the cornerstone of inclusion.
- Our Code of Conduct: Our employees understand the power of collectively living our shared purpose and use it to guide our business pursuits. Inclusion and diversity cascades through all levels of the company and is reinforced in our Code of Conduct and Business Ethics.
- Leadership Commitment: Our senior leaders are committed to moving our D&I efforts forward through engagement and sponsorship. They appreciate the differences across Argo, and everyone's unique background must be respected.
- Executive Sponsor: The Executive Sponsor is a champion of Argo's D&I efforts, driving the overall initiative. They collaborate with Argo's executive leadership, the Diversity & Inclusion

Committee, Human Resources, Communications and Employee Resource Groups (“ERGs”) to develop programs and initiatives which further Argo’s D&I strategic objectives. The Executive Sponsor is responsible for providing Argo’s board of directors with regular updates.

- Diversity & Inclusion Committee: A Committee comprised of senior business leaders throughout the organization, including an ERG leader, is charged with overseeing and steering the day-to-day operations of our D&I program.
- Employee Resource Groups. Argo leverages a network of several ERGs. Senior executives sponsor our ERGs; they are designed and led by employees to provide an open forum where employees with a shared interest connect, develop and collaborate to make Argo a more inclusive and equitable environment and improve the attraction, retention, development and advancement of diverse talent.

### ***Argo’s Strategic Priorities***

As part of its commitment to diversity and inclusion, Argo is focused on three main priorities:

- Leadership Commitment: Our leaders must understand Argo’s D&I Program and actively promote and support Argo’s D&I objectives.
- Support and Nurture an Inclusive Culture: Argo is collaborating with our employees and leaders to create a supportive, welcoming, fair and inclusive work environment.
- Build and Maintain a Diverse Workforce: Argo is developing its workforce and creating a diverse pipeline for the future. Further, we are targeting a diverse population of talented professionals to join and become the future of Argo.

### ***Respectful Workplace for Employees***

Argo recognizes and appreciates the workplace to be one of our most valuable assets. We are committed to providing a working environment that encourages mutual respect among employees. We expect employees to consider how their actions impact themselves and others and to act accordingly.