

## **RenaissanceRe Syndicate Management Limited**

### **Board Diversity Policy**

RenaissanceRe Syndicate Management Limited (RSM) understands and values the benefit that diversity in its broadest sense can bring to the organisation as a whole and the composition of the board is no different. RSM's success is integrally linked to the diverse composition of its people and the promotion of an inclusive culture. The RSM Board Diversity Policy reflects the overall approach to Diversity, Equity & Inclusion across the organisation.

RSM's policy recognises that diversity promotes the inclusion of different perspectives and ideas by combining a variety of demographics, skills, experiences, races, disabilities, genders, sexual orientations, religions, beliefs and ages, as well as cultures, personalities and work-styles. RSM believes that diversity and a breadth of experience at board level will help to provide a range of perspectives, insights and the challenge needed to support good decision-making. As such, amongst other actions, RSM monitors the diversity of its board against the targets set by Lloyd's.

RSM is focused on increasing Board diversity without compromising on the calibre of directors. RSM 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. New appointments are always based on merit against measurable objective criteria whilst also taking into account the specific skills, experience, independence and knowledge a candidate brings as well as ensuring that an individual is able to complement and expand the skills, knowledge and experience of the Board as a whole.

RSM's Nominations Committee annually reviews and assesses Board composition and recommends, where appropriate, the appointment of new directors. As part of this evaluation the Committee will consider the balance of skills, experience, independence, knowledge and diverse composition of the Board.

The RSM Nominations Committee encourages the adoption of recruitment and succession planning processes that enhance the opportunity to select from a diverse range of candidates. Such processes may include but not be limited to:

- Producing a brief that includes an appropriate emphasis on diversity of skills and background;
- Advertising the role in relevant publications approved by the committee;
- Considering high-performing candidates who may not have previous board experience, subject to the requirements for potential candidates to meet regulatory requirements;
- Engaging with an executive search firm, should the direct advertisement process fail to produce suitable candidates, and requiring the search firm to produce a diverse pool of candidates of appropriate merit.

The policy has the full support of the Chairman and the Board of Directors and will be reviewed annually.