
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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All data given in this report is as of 12/31/2021 unless otherwise noted.



A MESSAGE FROM BRP'S CEO

To understand how the guiding principles of a strong Environmental, Social and Governance (ESG) profile are at the very core of BRP Group, it is important to read our [Azimuth](#). When we drafted our first version of the Azimuth over ten years ago, the term ESG was relatively nascent. Our Azimuth has served as our corporate and cultural constitution defining our role in the world through our vision and purpose, as well as our commitments to our stakeholders which include colleagues, clients, insurance company trading partners, our community and shareholders. It is an ever evolving, "living" document that aspires to perfection and sets the standards by which we hold ourselves accountable.

Our goals are to be the go-to resource for insurance protection and advice, a recognized best place to work, and a leader in our communities. Our ability to achieve our goals is built on a solid foundation of core values, business basics, kept promises, and our founding belief that trust is the key to our success and is earned by coming through for our clients and other stakeholders in any situation demanding discretion, performance, and results.

We are delighted to introduce our inaugural ESG report to highlight our efforts and achievements in successfully delivering on the aspirations, goals and principles contained in our Azimuth. Our report is intended to not only provide detail on our ESG profile, but to hold us to a higher level of accountability as we continue to evolve as a public company.

For example, we recently announced the addition of four new members to our board of directors, adding an important element of diversity of perspectives to the governance of our company.

As we have often articulated, our purpose is to deliver indispensable, tailored insurance risk management insights and solutions to ensure our clients have the peace of mind to pursue their dreams, purposes and passions. Sustainability is at the very core of our business as we strive to serve not only our clients but all of our stakeholders. This would not be possible without our immensely talented and dedicated colleagues. Last year (2021) was a challenging year on many levels, but our strong corporate culture was validated by the hundreds of colleagues and number of high quality independent firms who chose to make BRP a destination firm to join. We have created an environment based on our core values of Discerning, Grit, Genuine, Engaging, Purpose, and Dreaming (full definitions in our Azimuth).

Challenges and opportunities in the world will continue for years and decades to come. We are very proud of the work we have done to establish a strong foundation that will allow us to predict, respond and transform to meet the needs of all of our stakeholders. We will measure our success by being a firm about which we can be proud and that our stakeholders believe is worthy of respect, trust, and admiration.

With gratitude,

Trevor Baldwin

ABOUT BRP

Fiercely Independent.
Thriving Together. Fueled By Relationships.

BRP BUSINESS OVERVIEW

BRP Group, Inc. ("BRP Group" or the "Company") (NASDAQ: BRP), operating through its subsidiary Baldwin Risk Partners, LLC (collectively with BRP Group and its affiliates, "BRP" or the "Firm"), is a collection of entrepreneurs and insurance professionals who have joined forces to deliver indispensable insurance and risk management insights by deploying tailored solutions for individuals and businesses throughout the United States. With our powered by people approach, trusted expertise and investments in InsureTech solutions, we are designed to give our clients the peace of mind to pursue their dreams, purpose and passions.



Middle Market

Expertly-designed solutions for mid- to large-size businesses and successful individuals and their families nationwide.



BRP GROWTH SERVICES

Mainstreet

Best-in-class firms providing insurance solutions to individuals and businesses in their communities.



Medicare

A network of agents providing consultation and solutions to Medicare eligible individuals.



BRP GROWTH SERVICES

Specialty

Expanded access to specialty markets, capabilities and programs that cannot be found anywhere else.



*As of March 1, 2022

OUR VISION, PURPOSE, AND VALUES

In 2011, we adopted the “Azimuth” as our constitution. Named after a historical navigation tool used to find “true north,” the Azimuth asserts our core values, business basics and stakeholder promises. The ideals encompassed by the Azimuth support our mission to deliver indispensable, tailored insurance and risk management insights and solutions to our Clients. The Azimuth is a “living document” that is frequently refreshed to meet the needs of our growing business.

OUR VISION

To be regarded as the preeminent insurance distribution firm fueled by relationships, powered by people and exemplified by client adoption and loyalty, Colleague development and engagement and operational acumen and evolution.

OUR PURPOSE

To deliver indispensable tailored insurance and risk management insights and solutions to ensure our clients have the peace of mind to pursue their dreams, purpose and passions.

OUR CORE VALUES

Our core values define who we are and what we stand for. We use them to guide our thoughts and actions when taking care of our stakeholders.



DISCERNING

Seeking and weighing a broad range of perspectives assuming positive intent, being open to input and nimble when new information arises, promoting diversity of thought and ideas within our culture. Sharing information in a manner that is constructive to the intended audience with the common goal of continual improvement. Deploying resources and using information in ways that result in thoughtful solutions and the best path to success. The expert crafting of risk management and insurance coverage architecture that is optimally responsive. Fostering a Colleague environment based on the values of diversity, mutual respect, understanding, and cooperation.



GRIT

Embracing opportunities, overcoming obstacles and getting up and back in the game whenever we are knocked down in order to achieve our objectives. Stepping up to face our challenges and inevitable setbacks with determination; driving to win, being resilient and seeing change as an opportunity to be better.



GENUINE

Making it easy for others to know and trust us by being approachable, forthright, responsive, calm and transparent. Embracing diversity because it enhances our culture and drives our business success. Doing what we said we would do, even when it is difficult. Being worthy of trust by always doing the right thing in an open and authentic way.



ENGAGING

Showing respect for the dignity of others and helping and caring for them in tangible ways by being warm and welcoming; soliciting the strong diversity of thought among our Colleagues as we recognize we are uniquely dependent on the skill and dedication of our Colleagues who provide us with our competitive advantage. Recognizing the creativity and beauty of a passion pursued and work well done. Having a sense of humor and energy of spirit that is infectious.



PURPOSE

Acting and thinking beyond ourselves and our self-interest; recognizing how our Colleagues differentiate us in the marketplace and nurturing a culture of inclusion and belonging that fosters each Colleague being able to be the best version of themselves. Having an abiding appreciation for all that we have and our responsibility to give back and make things better. Celebrating our good fortune and sharing in ways that make our community better.



DREAMING

Turning our imagination free, thinking big, looking for a better way and seeing what is possible, but not yet done. Using today's excellence as the springboard to tomorrow's success.

OUR CLIENTS

Our core products include commercial property and casualty insurance, employee benefits insurance, personal lines insurance, and financial planning advice through our wealth management business. As a distributor of these products, we compete on the basis of reputation, client service, industry insights and know-how, product offerings, ability to tailor our services to the specific needs of a client and, to a lesser extent, price of our services.

CLIENT EXPERIENCE

We are a proactive partner in protecting people and the things that are important to them. We know we have done our job when our clients look forward to our conversations and enthusiastically recommend BRP to Colleagues, friends and family.

OUR CLIENT PROMISES

1 You First

Understanding your concerns and needs by listening to you, changing as your needs evolve and putting you first in every action we take. Putting your interest and well-being front-and-center in our thoughts and actions.

2 Holistic Protection

Identifying and translating the interconnections among your passions, profession and enterprise into your unique risk profile explaining the origins and consequences of your risk typography, setting priorities and presenting you with optimal coverage architecture. Making sure that obvious and nuanced needs for protection are addressed, one client at a time.

3 Peace of Mind

Providing relevant education to help you to make sound insurance and risk management decisions. As your business and lifestyle evolve, our proactive stewardship helps you navigate the ever-changing risk topography. Ensuring that we have done the best possible job of protecting you from loss and exposure.

CLIENT ENGAGEMENT

We strive to create a diverse, entrepreneurial community of Colleagues, who are highly motivated to deliver vanguard solutions and experiences for our clients.

Our success in delivering on our promises to clients is evidenced by our **client retention rate**, which is:

~90%
on average across our BRP MiddleMarket business.

In our BRP MiddleMarket business, we measure and manage the quality of the experience we offer our clients using Net Promoter Scores (NPS). NPS judges the likelihood that BRP clients will engage with us again, or recommend our services, as judged by an ongoing independent survey of our client base.

BRP utilizes NPS in pursuit of great client service across a number of parts of the BRP MiddleMarket group, including:

- Commercial Risk Management Group (CRMG)
- Employee Benefits Group (EBG)
- Private Risk Management Group (PRMG)
- Retirement Group

Our scores are consistently industry-leading.

We are proud to report that our latest combined score in these areas was over 85.

Business leaders receive NPS survey data in real time, and the results are used in various ways to improve the overall health of our business:

- To celebrate our Colleagues
- To generate potential business referrals
- To identify opportunities for further client engagement and potential issue resolution
- To identify opportunities for Colleague coaching
- In support of strategic planning

Our NPS process also offers clients the opportunity to leave specific feedback, which is used to support ongoing Colleague coaching, learning, and development.



WHAT OUR CLIENTS SAY ABOUT US

Staff are always very responsive and helpful whenever we need anything — lack of personal touch is why we left our last broker, so we are happy to have a high level of service with BRP.

Just keep doing what you're doing. You are in a league all of your own and the competition pales in comparison to what BRP brings to its clients. I can attest to this after being in healthcare for over 20 years and having been an Administrator who has worked with many brokers, and/or insurance agents. BRP is the best!

BRP advisors feel like family and are responsive to our company's ever-changing, fast-paced environment. They bring a great strategic approach to our benefit offering and help us keep in compliance with the latest regulatory changes. I've never worked with a greater firm. Top notch!

MAKING A DIFFERENCE

A CASE STUDY

AHT INSURANCE – A BALDWIN RISK PARTNER

AHT's International Aid and Development Organization Practice – enabling International Development Organizations and Non-Governmental Organizations (NGO) to operate safely and securely, to help the most vulnerable communities in some of the highest risk locations in the world.

The increasingly complex environments in which NGOs operate necessitate dynamic, active risk management and insurance solutions coordinated by experienced professionals. AHT operates a unique, dedicated International Aid and Development Practice, by design.

- 200 combined years NGO/International Development experience
- 150 NGO/International Development clients working in 90+ countries
- NGO/International Development Specific - Insurance Brokerage, Risk Management and Operations

International Aid and Development is one of the fastest growing practice areas at AHT with 25% growth per annum over the last 3 years.

Our commitment to the International Aid and Development Community extends beyond our clients to include:

- Disaster Ready collaboration to increase knowledge of risk management within the NGO community
- Partnerships with Humentum, the International NGO Safety and Security Association and the Nonprofit Risk Management Center
- Education of global insurance carriers about how NGOs operate, the risks they face and how we mitigate these risks through our in-house expertise
- Annual NGO/International Aid and Development Organizations Risk and Insurance Benchmarking Report

RECENT EXAMPLE: In the fall of 2021, AHT's International Aid & Development team played a meaningful role supporting the evacuation of American citizens and refugees from Afghanistan, which included:

- Partnered with NGOs with staff in Afghanistan to deploy risk management tactics to mitigate physical harm to immediately affected staff and local teams
- Procured travel medical insurance for refugees to ensure urgent medical needs were insured and provided upon arrival at their new destination
- Secured charter aircraft liability policies to support a charter flight used to support evacuations
- Helped gather, organize and communicate information regarding the availability of local security resources



OUR PEOPLE

BRP is an independent Colleague-centric insurance distribution firm fueled by relationships, powered by people, and exemplified by our Colleagues' ability to deliver tailored insurance and risk management insights and solutions to our Clients. Each team member plays a crucial role in helping us achieve our Firm goals – we are Colleagues, not employees, and we believe in our motto of “better together”. Our success continues to be driven by our greatest asset, our talented team of Colleagues. We attract Colleagues who share our passion for nurturing relationships and focusing on service, and who are inspired by the core values outlined in our cultural guide, The Azimuth.

As of December 31, 2021, BRP had approximately 2,783 Colleagues, the vast majority of which are full-time. There were 2,688 full-time Colleagues (97% of total employee population), and 95 part-time Colleagues. The Firm also partners with over 3,534 independent contracted agents, primarily supporting our Guided Medicare business.

Despite the turmoil of the pandemic throughout 2020-2021 and its negative economic impact on many industries, we stood fully behind our people. We did not institute any layoffs or furloughs or make any reductions to pay or benefits for our Colleagues as a result of COVID-19. To the contrary our BRP workforce continued to grow and we increased the number of new Colleagues hired in 2021 by 30% more than 2020. We also continued investing in the total rewards of our Colleagues, with no reductions to merit pay increases and bonuses in March 2021.

ATTRACTING TALENT

BRP is a place for Colleagues to build a career, not just have a job, and we believe every Colleague should feel a sense of ownership in the firm. To promote that connection, we grant all newly-hired BRP Colleagues at least \$1,500 equity in BRP Group Class A common stock.

BRP continues to make additional investments in ensuring we remain competitive in attracting top talent, and since April 1, 2021 we are pleased to report that all Colleagues are paid at least \$15.00 per hour. We're proud to be an employer leading by example when it comes to living wages.

BENEFITS

We offer comprehensive benefits. All Colleagues who work over 25 hours/week are eligible for:

- Medical, Dental, Vision
- HSA Program with \$600+ Employer Contribution
- Dependent Care FSA
- Health Care FSA
- EAP services, including mental health services
- Telemedicine benefits at no cost for Colleagues and their direct family members
- STD & LTD
- Company sponsored wellness program
- 401k Including 50% Match on 4% of Earnings
- Paid holidays, PTO, & Community Service PTO
- Basic and Voluntary Life and AD&D
- Accident Coverage
- Critical Illness Coverage
- Group Excess Liability Coverage
- Colleague Emergency Support Fund
- Paid Parental Leave for new parents
- Adoption Assistance
- Entertainment Discounts
- Identity Theft Protection
- Pet Bereavement Leave

INTERNSHIPS AND UNIVERSITY RECRUITING STRATEGY

Our university recruiting strategy and internship programs are designed to support and sustain the growth of our organization

As our business has rapidly scaled, we have continued to expand our university recruiting partnerships to attract and select both intern and full time candidates for our entire



organization, with a specific focus on U.S. universities with robust risk management programs.

We offer summer risk management and operational internship programs, which are designed to offer college students robust opportunities to learn from industry experts, to interact with clients and partners, and to gain a holistic vantage point of our industry. 80% of our Class of 2021 Internship Program received full-time offers to return to BRP upon graduation.

Once new graduates join our team at BRP, we remain deeply invested in their development and invest in training and professional opportunities to support their long-term success. All new graduate hires in our sales and services businesses participate in SCORE training (Strategize, Connect, Obtain, Retain and Earn Referrals), including training to secure relevant professional licenses. We also offer soft skills training, including cold calling, prospecting, and relationship management. We have established a clear professional development hierarchy in both our sales and services businesses, and offer ongoing training and educational support to ensure we can retain and promote the talent we hire.

TRAINING, DEVELOPMENT, AND ENGAGEMENT

The professional growth of our people is essential to the growth of our business. To develop the next generation of leaders in our industry, we need to support the ongoing growth and development of our Colleagues.

LEARNING AND DEVELOPMENT

We provide comprehensive access to education and training on a variety of topics, including technical, professional, and business development; leadership development; client service experience; regulatory and compliance topics.

All BRP Colleagues have access to more than 300+ self-paced insurance training courses through the BRP Learning Management System (LMS), to help them continue to grow their insurance acumen.

BRP operating groups regularly partner with insurance company partners to deliver mandatory product specific training to BRP Colleagues.

For new and developing risk advisors, we offer a 10-week intensive training program that includes a combination of both on-line, instructor-led and real-life application training aimed at developing their skills so they can be their best in providing exceptional service to our clients.

50+ additional learning resources made available to client facing Colleagues to aid in the in the technical understanding of specific client businesses and industries; these include courses such as:

- Property & Casualty (P&C) Courses
 - Workers Compensation and Employers Liability
 - Commercial Auto Insurance
 - Cyber Risk Fundamentals
 - Reinsurance Fundamentals
 - Commercial Property Insurance
- Employee Benefits Courses
 - Health Savings Accounts
 - Workforce Wellness
 - Self-Funded Health Plans: Stop Loss Insurance
 - Health Reimbursement Arrangements
 - Overview of Disability Plans

We have partnered with The Institutes to offer the following professional designations in P&C:

- **AAI:** Associate Advisor in Insurance
- **ACSR:** Accredited Customer Service Representative-Commercial Lines
- **ARM:** Associate Risk Management
- **CPCU:** Certified Property Casualty Underwriter

We have partnered with the International Foundation of Employee Benefit Plans (IFEBC) to offer the following professional designations:

- Professional Risk Consultant
- Associate in Risk Management
- Certified Employee Benefits Specialist

In addition to numerous job-specific training investments, the BRP LMS also offers a catalog of courses on soft skills including Emotional Intelligence, Managing Conflict, Feedback Essentials and many others.

LEADERSHIP TRAINING

In September 2021, we conducted our annual BRP Leadership Retreat by hosting a 2.5 day virtual training event (topics included insurance industry acumen, influential team

leadership, leading the workforce and change management). All levels of BRP leaders participate in the annual Leadership Retreat.

We also conducted our annual 2-day in-person training event for risk advisors and operational leaders, and a two-day Sales Leadership Workshop, where we covered SCORE sales training for leaders and conducted sales leadership essentials training.

We have developed a Leadership SPOT page for the entire BRP Leadership team where we push out a live monthly Leadership Insights webinar on topics such as Feedback Essentials, Emotional Intelligence (EQ), Dispersed Teams and Team Performance. We will continue to expand the topic offerings over time.

PERFORMANCE FEEDBACK

We promote Colleague growth and development through an ongoing performance feedback model, including 90-Day check-ins for newer Colleagues, and a formal annual year-end review process for all Colleagues. Our performance feedback processes enable every Colleague to have clear alignment with how we execute on our goals, maximize their performance potential, and also drive their own development and growth through individual development plans.

EMPLOYEE ENGAGEMENT

Part of being better together means we operate with transparency and strive to make it easy for others to know us and trust us by doing the right thing in an open and authentic way. We actively seek out Colleagues' input through our formal and anonymous annual PULSE survey, asking for feedback on a variety of topics including career path opportunities, trust in team and leadership, and feeling valued. The results of this annual pulse check are shared with Colleagues and leadership so thoughtful and meaningful improvements can be made to enhance engagement.

Our annual BRP Pulse Survey for 2021 had a high Colleague response rate (>65% participation), and the results showed that 90% of our Colleagues are very satisfied with their leaders, 90% of Colleagues feel free to be themselves around their team (and their thoughts are valued), and overall, more than 88% of our Colleagues agree BRP deserves to be recognized as a great place to work.

We maintain a low turnover rate as demonstrated by an approximate 90% annual retention rate of our Colleagues as of December 2021.

DIVERSITY AND INCLUSION

At BRP, we operate as “One Team, One Firm” and are dedicated to a culture that fosters inclusivity and celebrates diversity. Our goal is to attract, develop and retain the best and brightest from all walks of life and backgrounds. Our unique backgrounds unite to form perspectives that allow our Colleagues, clients, and communities to thrive. We believe a culture built on the awareness and acceptance of unique experiences and viewpoints enables us to be “Better Together.”

Embracing diversity only enhances our culture and drives our business success. We are a firm uniquely dependent on the skill and dedication of our Colleagues who differentiate us in the marketplace and provide us with a competitive advantage.

We provide all Colleagues with access to a range of diversity training resources, on a number of topics.

RECOGNITION

We are continuously recognized for our people-first approach, our commitment to a culture of continuous learning, and for providing a place where our Colleagues learn, grow, and thrive.



In 2021, BRP continued to be Great Place to Work-Certified™. BRP was also recognized as one of Insurance Journal’s Best Agencies to Work For in 2021 (Southeast Gold Winner).

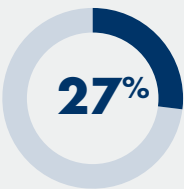


BRP, along with its partner firms Burnham Benefits and AHT Insurance, was ranked by Business Insurance as one of the Best Places to Work in Insurance for high employee engagement and satisfaction.

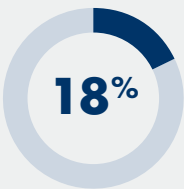


We have also been recognized by Top Workplaces USA as a 2021 nationally recognized employer for making the world a better place to work by prioritizing a people-centered culture and giving employees a voice.

- In January 2022 we were pleased to announce that we have added four new directors to our board, enhancing our board diversity and bringing new perspective, experience, business and professional acumen, and personal excellence. As of January 2022, our board is comprised of 3 women and 2 racially/ethnically diverse directors, representing:



WOMEN



**RACIALLY/
ETHNICALLY
DIVERSE**

Director bios are available on the [Governance](#) page of our website.

- More than 50% of our executive leadership team joined BRP from other industries, bringing unique backgrounds and thoughtful insight on our continued best path to success.
- As of December 2021, women comprised 62% of our Colleague population, and 51% of our leadership positions were held by women.
- We benefit from a wide age range and experience level within the Firm. We have a robust mix of entry-level and post-college Colleagues. This balanced representation fosters our talent strategy of providing great mentoring and learning opportunities for our developing Colleagues.
- Our talent acquisition team continues to proactively source and contact underrepresented candidates as part of our recruiting process for open roles.

OUR COMMUNITY

We have a variety of ways we promote our culture, support our communities, and take care of each other within the BRP family.

- We sponsor a “Colleagues In Action” program that supports charities, events, and causes that are important and meaningful to our Colleagues.
- We promote our Colleagues actively participating in community outreach by providing 3 days of Community Service PTO (above and beyond their regular PTO bank).
- To help any qualifying colleague experiencing extraordinary hardship, we set up the BRP True North Colleague Fund (operated by America’s Charities, a 501(c)(3) non-profit), to which colleagues can also contribute by making a donation. BRP has pledged up to \$250,000

to the fund and is honored to provide an additional dollar-for-dollar match for Colleague contributions up to another \$250,000. In 2021, we processed 9 grant applications for our Colleagues.

- We believe in having fun at work and celebrating our successes by promoting peer recognition at all levels of the Firm through our “Give a Wow” compliment program.
- We seized a spontaneous opportunity to promote work/life balance and mental health for our colleagues in October 2021 by recognizing World Mental Health Day and closing our offices early on a Friday and encouraging Colleagues to spend a half-day focusing on their own well-being.



HOW WE OPERATE

ETHICS AND COMPLIANCE

BRP is committed to doing what is right and ethical while delivering industry-leading performance. A code of business conduct and ethics and related policies have been implemented in accordance with all applicable laws and regulations. The policies are reviewed and updated regularly to support our sustainability and success. We conduct ongoing training to address risks and ensure we are operating with the highest level of ethical conduct.

We take our responsibility to operate with the highest level of integrity and foster an ethical environment for both our Colleagues and Clients seriously. We have established numerous policies and procedures outlining our intention to live our values and do business in a responsible and ethical manner, including providing avenues for asking questions or reporting concerns about non-compliance. Many of these can be found publicly on our company website at baldwinriskpartners.com.

Documented policies and procedures include, but are not limited to:

- [The Azimuth](#), our cultural and corporate constitution
- [Code of Business Conduct and Ethics](#)
- [Whistleblower Policy](#)
- [Statement of Policy Concerning Trading in Company Securities](#), which prohibits Colleagues from trading BRP securities while in possession of Material Non-Public Information
- [Privacy Policy](#), which governs how we handle personal client information in a responsible manner
- [Transparency & Disclosure Statement](#), which our commitment to fair dealings with our Clients
- Anti-Corruption and Foreign Corrupt Practices Act (FCPA) Policy, which defines our commitment to adhere to the FCPA and avoid corrupt business practices
- Anti-Money Laundering Policy
- Gift Policy

All Colleagues must complete training and certification with respect to the following policies at onboarding, and at least annually thereafter:

- BRP Code of Business Conduct & Ethics
- BRP Whistleblower Policy
- Insider Trading Essentials
- BRP Regulation Fair Disclosure Policy
- Anti-Corruption & FCPA Essentials
- Gift Policy

ANTI-BRIBERY AND CORRUPTION

Our Code of Business Conduct and Ethics, together with our FCPA Policy, as well as our Anti-Money Laundering guidelines, prohibits engagement in bribery or corruption of any type.

WHISTLEBLOWER POLICY

The Audit Committee of BRP's Board of Directors has adopted a Whistleblower Policy to establish procedures for the receipt and handling of complaints, from Colleagues and from interested third parties. As per the Policy, any company stakeholder may submit a good faith complaint regarding known or suspected violations of the company Code of Business Conduct and Ethics, or concerns related to auditing and accounting matters, without fear of dismissal or retaliation or adverse employee action for Colleagues (e.g. discharge, demotion, suspension, threats, harassment, and any other manner of discrimination in the terms and conditions of employment) of any kind.

Reports can be made on a confidential, anonymous basis to the company's anonymous whistleblower hotline (855) 849-5338 (available 24/7, 365 days a year) or www.whistleblowerservices.com/BRP, or in writing to the General Counsel. Colleagues with concerns may report their concerns to their direct supervisor or on a confidential, anonymous basis to the General Counsel of the company.

Reports and complaints, including those made via the hotline or online, are reviewed by the General Counsel and handled through our reporting process. Relevant matters will also be brought to the Audit Committee of the Board of Directors.



BOARD AND MANAGEMENT ESG OVERSIGHT

The Board has an active role in the company's overall strategies. The Board also conducts an annual review of the company's corporate governance practices and periodically reviews the company's policies and practices, investment initiatives, data privacy and security, and human capital strategies, among its other oversight responsibilities. Furthermore, the Board is responsible for overall risk oversight of the company, which includes certain environmental, social and governance matters.

Our executive leadership team, subject to oversight by our Board, structures, monitors and adjusts policies and practices, investment initiatives, data privacy and security, and human capital efforts in a manner intended to best serve the interests of the company and all of its stakeholders. Each year, our executive leadership team reviews our long-range business plans. These plans consider, where appropriate and applicable, certain long-term sustainability implications and the ability to meet customer needs related to sustainability issues.

At an operating level, the following senior leaders have ultimate responsibility for critical areas of our sustainability initiatives:

- **Governance and Ethics:** General Counsel (GC)
- **Products and Services:** Chief Operating Officer (COO), Chief Insurance Innovation Officer (CIIO)
- **Data Privacy and Security:** Chief Information Security Officer (CISO), Chief Digital & Information Officer (CDIO)
- **Human Capital:** Chief Colleague Officer (CCO)

The GC and COO report directly to the Chief Executive Officer (CEO). The CCO, CIIO, and CDIO report to the COO. The CISO reports to the Audit Committee of the Board.

We have also appointed a director of internal audit. This role reports directly to the Audit Committee chair and has responsibility for independently testing the company's system of internal controls and compliance with Sarbanes Oxley.

DATA PRIVACY AND INFORMATION SECURITY

We know how critical security, privacy and reliability are to both our business and our clients. We maintain comprehensive security, privacy and compliance policies and programs to manage relevant risks for our clients.

DATA PRIVACY POLICY

We are dedicated to treating personal user information with care and respect.

Our [Privacy Policy](#), which governs all BRP businesses and subsidiaries, is designed to provide transparency into our privacy practices and principles. The policy explains how we collect, use, protect, and disclose user information and data collected through any services offered by BRP.

For example, our policy identifies the sources of personal information, the purposes for using personal information (such as to operate our businesses or provide our products and services), and the categories of other parties with whom that information is shared. Our privacy policy also provides various choices for consumers to access and control their personal information, including the ability to access and delete their personal information, in accordance with applicable law and in light of our own legal obligations.

BRP treats personal information consistent with these stated purposes, and we comply with notice requirements under applicable law and consistent with our incident response plan.

INFORMATION SECURITY PROGRAM

BRP has a dedicated Information Security department, reporting to the Chief Digital & Information Officer, and overseen by the Chief Information Security Officer. The Chief Information Security Officer updates the Board of Directors annually, and the Audit Committee of the Board quarterly on our information security program and on progress against maturity improvement areas.

BRP regularly employs internal and external technical penetration testing, vulnerability assessment, and audit procedures against our environments, including those systems, products, and practices collecting or storing confidential business and personal information -- including user data -- in accordance with BRP policies. Penetration testing specifically is performed 24 hours a day, 7 days a week, 365 days a year.

All full-time and part-time Colleagues, and contractors with access to our systems, complete security awareness and data privacy policy training during onboarding and annually thereafter. All Colleagues and contractors with access to our systems undergo regular phishing simulations, and receive personalized tools to improve their security behavior.

Despite our rigorous efforts, incidents may occur, and we are prepared to deal with them through our formal Incident Response Plan, maintained by our Data Security Committee. The plan describes the allocation of roles, responsibility, and accountability in case of events such as human errors, computer viruses or other malicious code, unauthorized access, cyberattacks, or phishing attempts. As part of the Incident Response Plan, we maintain a log of incidents and remediation plans.

RISK MANAGEMENT

BRP maintains a risk management framework designed to control risk while achieving our business objectives. Our in-house BRP Legal and Finance teams work closely with external consultants to:

- Lead our leadership team through a formal risk assessment process to assess our risk exposures
- Design a control environment that appropriately mitigates the risks identified
- Refine company policies and procedures
- Ensure adherence to company policies

CLIMATE CHANGE RISK MANAGEMENT

As an insurance distribution firm, our operations do not have a large environmental footprint or significant direct greenhouse gas emissions. However, we recognize the significant challenges that climate change presents and we are committed to good stewardship of the environment and our resources while managing the impact on our business.

Through our strategic planning process and risk management framework, we identify and track a number of ways in which our industry, our clients, and our operations are being impacted by climate change issues today, or could be impacted by climate change issues in the medium-to-long-term. We take a number of actions to address relevant opportunities and risks.

- Evolving Client Solutions: Climate-related issues can have an impact on our clients in a number of ways, including pricing and capital availability. We utilize our expertise to offer relevant risk management guidance. For example:
 - We provide wind and storm surge modeling via third parties and we advise clients on the evolving uncertainty around climate change and the impact on the greater insurance market.

- We provide flood zone mapping to clients as needed and produce relevant risk reports. For example, we have a dedicated RiskMeter report for private clients in our BKS business, which incorporates relevant extreme weather data. We integrate relevant data into carrier modeling when rating products and services for clients.
- We have specialist groups focused on emerging clean energy industries. For example, we have a team that works with lenders in the solar space to ensure developers are appropriately insured and understand their eligibility for tax credits.
- Promoting Client Safety: As a commitment to our clients' safety and well-being, we provide resources and information to help prepare for and protect against severe weather events. For example:
 - We have developed an app that allows us to proactively notify clients that could be impacted by storms or other weather events.
 - We provide our clients with regular educational opportunities to hear about how to plan for weather emergencies. We have a dedicated [Hurricane Resources](#) page on our website which further aids our clients and colleagues to prepare for, and respond to, a severe weather event.
- Ensuring Operational Continuity: We recognize that workplace emergencies might result from extreme weather events, exacerbated by the impacts of climate change, including hurricanes, floods, tornados, and other natural or environmental disasters. In order to manage workplace emergencies, we have developed and implemented a company-wide Emergency Preparedness Plan, which describes the process by which we respond when a major event threatens to harm our organization, our stakeholders, or the general public. Critical elements of the Plan include assigned responsibilities, relevant operating procedures, crisis communication guidelines, and evacuation and recovery procedures.

ENVIRONMENTAL STEWARDSHIP

At BRP we are committed to environmental stewardship. Where possible, we partner with our landlords to implement environmental initiatives in our use of energy, utilities, construction materials, and space utilization. This includes automatic lights, equipment sleep timers, touchless water faucets and low flow toilets. We endeavor to only utilize environmentally friendly cleaning supplies, materials, furniture and décor.

During the construction of our headquarters office in Tampa, we kept over 40,000 square feet of existing carpet from the previous tenant in order to prevent the additional expense and several tons of landfill waste. We also readily accepted the offer from the previous tenant of one of our floors to keep the existing cubicles and furniture, saving the firm approximately \$500,000 in furniture costs and gaining several years' of utilization lifespan for perfectly good equipment.

Our technology team has partnered with IT equipment providers that provide Energy Star rated equipment, and they've set defaults for our printers to utilize reduced ink and toner during printing. These settings, coupled with our initiative to reduce printing and paper consumption have further contributed to increased savings and reduced waste.

Our client relations teams coach our clients to become comfortable with electronic versions of insurance proposals and benefits enrollment materials, and default to online web portals for insurance selection and document signing through our partnership with DocuSign.

We have implemented recycling programs where locally available as we seek to reduce, reuse and recycle and do our part to build a more sustainable world.

