

A night-time photograph of a city skyline, likely San Francisco, featuring prominent skyscrapers like the Transamerica Pyramid and the Wells Fargo building. The scene is reflected in the water of a bay or river. A semi-transparent geometric pattern of overlapping triangles in shades of blue and teal is overlaid on the entire image. In the foreground, a bridge with blue lighting spans the water.

# CORPORATE RESPONSIBILITY





BRP Group (Nasdaq:BRP) is an award-winning entrepreneur inspired insurance distribution holding company delivering solutions that give our clients the peace of mind to pursue their purpose, passion and dreams. Together with our partner firms, we are innovating the industry by taking a holistic and tailored approach to risk management, insurance, and employee benefits. Our growth path includes increased geographic representation across the U.S., expanded client value propositions and new lines of insurance to meet the needs of evolving lifestyles, business risks, and healthcare funding. BRP is a destination employer powered by exceptional people and fueled by industry-leading growth and innovation.

One of the core values driving our business is “Purpose,” which is defined as *acting and thinking beyond ourselves and our self-interest. Having an abiding appreciation for all that we have and our responsibility to give back and make things better.*

This mindset is demonstrated in our:



- Sustainability Practices
- Recycling Measures
- Energy and Solar Business



- Community Commitment
- Investment in Human Capital
- Learning and Development Opportunities
- Robust Benefit Offerings
- Culture of Inclusion



- Majority Independent Board
- Aligned with Shareholders
- Risk Mitigation Practices
- Diversity of Board Composition



# AWARENESS OF OUR LONG TERM IMPACT

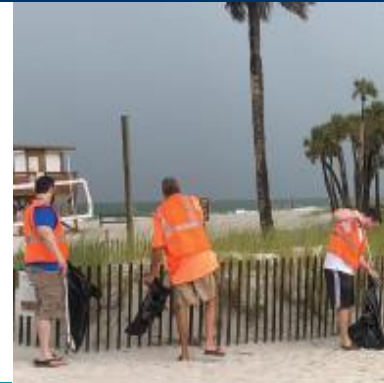


BRP is committed to the sustainability of our business and communities. Our environmental efforts include:

*SUSTAINABILITY  
PROGRAMS*



*DEVOTED CLEAN ENERGY &  
SOLAR VERTICALS*



*RECYCLING  
PROGRAMS*



*VOLUNTEER  
OPPORTUNITIES FOR  
ENVIRONMENTAL CAUSES*



*ELECTRIC CAR CHARGING  
STATIONS*



*WALKING & BIKING  
RESOURCES TO REDUCE  
EMISSIONS*



*VIP CAR POOL  
PARKING*

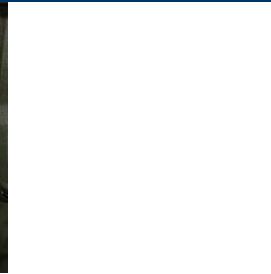


# A SPIRIT OF SERVICE, COMMUNITY & WELLNESS

Being part of the communities where we work, live and play is essential to our colleagues' well-being and our purpose as an organization. Our *Colleagues in Action Program* supports the charities, events and causes that are important to our team members.



24 HOURS  
COMMUNITY  
SERVICE PTO



TEAM BUILDING  
EVENTS



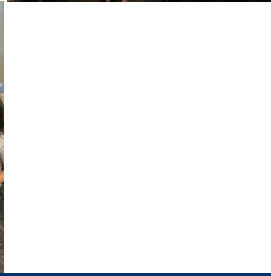
\$250 DONATION  
FOR 40 HOURS  
VOLUNTEERED



HEALTH &  
WELLNESS  
OPPORTUNITIES



FINANCIAL  
WELL-BEING



\$25 HOLIDAY GIFT  
PER COLLEAGUE TO  
CHARITY OF CHOICE



COLLEAGUES

IN



BRP

SOCIAL

# HUMAN CAPITAL



700+ COLLEAGUES

50+ LOCATIONS

The BRP Human Resources team is aptly called “The Thrive Hive” based on their unwavering commitment to helping our colleagues learn, grow, and thrive. The Thrive Hive empowers colleagues and leaders through orienteering, performance management, compensation and benefits, learning and development, talent equitization, career pathing, succession planning, and colleague relations.

## COMPENSATION & BENEFITS

*Colleagues who work over 25 hours/week are eligible for:*

- Medical, Dental, Vision
- Telemedicine
- STD & LTD
- Accident Coverage
- Critical Illness Coverage
- Basic and Voluntary Life and AD&D
- HSA Program with \$250+ Employer Contribution
- Dependent Care FSA
- Health Care FSA
- Group Excess Liability Coverage
- 401k Including 50% Match on 4% of Earnings
- Medical Support Fund
- Wellness Program with Monetary Incentives
- Adoption Assistance
- Identity Theft Protection
- Pet Bereavement Leave
- PTO & Community Service PTO



*In addition to our annual bonus program, colleagues of all levels are rewarded and recognized for their contributions to the company through our Give A Wow and Azie All Star programs.*





# A CULTURE OF INCLUSION



*61% BRP COLLEAGUES  
IDENTIFY AS FEMALE*



*47% SENIOR LEADERSHIP  
IDENTIFY AS FEMALE*



*700+ ON DEMAND  
LEARNING OPPORTUNITIES*

*100+ BRP UNIVERSITY  
LIVE SESSIONS*

BRP fosters a Culture of Inclusion. Programs we have in place to cultivate a diversity of talent, experiences, skills, and ideas include:

## RECRUITMENT

- Colleague Recruitment Programs
- Robust Summer Internship Program
- High School Scholarships for the Cristo Rey Program, which provides private high school education and corporate work-study to students from low-income families

## DIVERSITY & INCLUSION

- Volunteer Diversity Committees
- Anti-Workplace Harassment and Discrimination Policy
- Mandatory Workplace Harassment and Discrimination Training

## LEARNING & DEVELOPMENT

- Continuing Education and License Reimbursement Programs
- Mentoring Programs
- Leadership Workshop Program
- Learning and Development Opportunities
- Help To Grow Performance Plans



# FOCUS ON BEST PRACTICES



The colleagues, leadership and Board of Directors at BRP are committed to doing what is right for our clients, communities, and shareholders. Our Board of Directors is majority independent and currently consists of five independent directors and two insiders. The group meets quarterly and ad hoc to discuss our strategy, ensure the business is operating as designed, and assess mitigation strategies for the risks facing our company.

## 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.

## CODE OF BUSINESS CONDUCT & ETHICS

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.

## INTERNAL AUDITS

Our external consultant performs audits in concert with internal audit and compliance functions. The consultant also supports our leadership team in making its assessment of internal controls over financial reporting.

