



## **Women in Finance Charter**

Our ambition for Diversity, Equity & Inclusion at RSA is to be an insurer whose approach to inclusion is recognised as being a key differentiator within our sector. We strive to create an inclusive workplace where everyone can bring their best self to work. We will do this by building diversity across all levels and creating an inclusive culture which attracts, encourages, and capitalises on diverse perspectives, establishing a stronger foundation to serve our increasingly diverse customer base.

We are committed to improving the representation of women in senior roles and continue to promote gender diversity across our workforce.

In December 2021, RSA Insurance Ltd (previously RSA Group Plc) set a target of achieving 34% of women in Management Group by 2023. Effective 30<sup>th</sup> September 2022 we have reached 34% female representation in our overall Management Group population. At 34% female representation in our overall Management Group population, we have hit our original target ahead of our expected timeline of the end of 2023.

We have repositioned our target to drive further progress and set new targets for our UK&I business to meet 40% female representation in our overall Management Group population by December 2025.

Effective 1 June 2021, RSA Insurance Group was taken over by Intact Financial Corporation and Tryg A/S. We remain committed to the Women in Finance Charter.

**Georgina Farrell (Chief People Officer)**