



Women in Finance Charter

At RSA our vision is to create an environment where everyone can bring their best selves to work.

We aim to build diversity across all levels of our company by creating an inclusive culture which attracts, encourages and is strengthened by diverse perspectives.

We are committed to promoting gender diversity across our workforce, in particular, improving the representation of women in senior roles.

When RSA Insurance Group signed the Women in Finance Charter, a target was set of achieving 33% of women in the Management Group by 2020. RSA met this target, and to drive further progress, we set new targets for each RSA region to be met by December 2021 which ranged from 34% to 48%.

At 35.4% female representation in our overall Management Group population (effective 30 April 2021), we are positioned within the overall target range of 34%-48%.

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, and new targets will be set to reflect the post-takeover organisation from 2022 onwards.

- **Karen Caddick (UK&I HR Director)**