

BERKSHIRE HATHAWAY EUROPEAN INSURANCE DAC

BOARD DIVERSITY POLICY

Berkshire Hathaway European Insurance DAC (**BHEI**) believes in diversity and values the benefits that diversity can bring to its Board of Directors (the **Board**).

BHEI seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds.

BHEI 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.

When assessing Board composition or identifying suitable candidates for appointment to the Board, the Nomination and Remuneration Committee and Board will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

Version Control

Document Name	Board Diversity Policy
Owner	Company Secretary
Version	2.0
Approved By	The Board
Last Reviewed	December 2024
Summary of Changes	New template.
Effective Date	17 December 2024