



Sustainability Working Group Charter

1. Constitution

The Argo Group Chief Risk Officer (“CRO”) has established a Group to be known as the Sustainability Working Group (“SWG”). The Group has no executive powers other than those specifically delegated in this Charter.

2. Terms of Reference

2.1. Purpose

The SWG will provide operational oversight of developments in the Argo Group’s sustainability policy and implementation plan. To champion the adoption of the Sustainability Policy across Argo Group.

2.2. Responsibilities

- 1) To provide ongoing project management of Argo Group’s approach to Sustainability including its Policy and reporting requirements;
- 2) To review the material threats and opportunities facing Argo Group with respect to Sustainability and advise the Enterprise Risk Management (“ERM”) steering committee on actions required;
- 3) To consider outcomes of Environmental Social and Governance (“ESG”) index rating reports produced about Argo Group and action as required;
- 4) To review progress with existing action plans and set appropriate priorities including monitoring Sustainability Key Performance Indicators (“KPI”s);
- 5) To provide a review of Argo Group’s regulatory and other external reporting commitments related to Sustainability;
- 6) To receive periodic reports on progress with Sustainability initiatives and performance metrics;
- 7) To raise awareness, build stakeholder trust, and identify collaborative opportunities through enhanced dialogue to exchange ideas around ESG throughout the organization.

3. Membership and Attendance

3.1. Membership

The Group membership is set out below. The Committee will be chaired by the Group CRO.

	Role
1	Group Chief Risk Officer
2	Board Sponsor
3	Group Communications Representative
4	Underwriting Representative
5	ERM Function Representative
6	Legal Representative
7	Property Services Representative
8	Investment Management
9	Diversity & Inclusion Sponsor
10	Human Resources Representative
11	Exposure Management
12	Information Security
13	Sustainability Representative

The SWG acts as a working group, acting on behalf of the ERM Steering Committee to move Sustainability program matters forward between Committee meetings. The CRO has the responsibility for drawing on these inputs to support the ERM Steering Committee. Additional voluntary members can be co-opted to the Group and attend meeting as determined by the Committee Chair.

3.2. Quorum

The Working Group is not a formal committee and therefore no quorum requirement will be applied.

4. Frequency

Group meetings will be convened at least quarterly by the Committee Chair to coincide with preparation of ERM Steering Committee papers. The Chair will prepare the agenda of the meetings in advance.

5. Authority

The SWG works on behalf of the ERM Steering Committee on whose behalf it operates. It has not authority of its own to make Policy.



Issued 29th April 2016 and last updated 17th March 2023.