

Diversity and Inclusion Policy

As a global financial services provider, Assured Guaranty Ltd. (Assured Guaranty, the Company, or we) recognizes that our workforce is among our most valued assets. Our people are how we innovate, interface with others, and implement our business objectives, and we strive to identify, hire, retain, develop, and support a team of highly qualified employees. We view – and value – diversity, because it is an expression of our long-standing commitment to anti-discrimination and equal opportunity in the workplace, and inclusivity, because it embodies our objective of fostering a respectful environment not just free from unlawful harassment but one where employees feel they can be their authentic selves. For these reasons, Assured Guaranty is committed to building and sustaining a diverse workforce and creating an inclusive culture that embraces our differences and utilizes our many and varied talents.

This Diversity and Inclusion Policy is a statement of intent and aspiration that applies to our operations globally, modified as may be appropriate to reflect the laws, regulations, and practices applicable in each of our locations from time to time, including anti-discrimination and anti-harassment laws. It defines what we mean by *Diversity* and *Inclusion* and articulates our approaches for achieving these goals.

How We View Diversity and Inclusion

Diversity - commonly used to describe the collective mixture of differences around race, ethnicity, religion, sex, sexual orientation, gender identity, national origin, age, disability, military and citizenship status, values, beliefs, education, knowledge base, skills set, life experiences, socioeconomic backgrounds, culture, preferences, behaviors and other characteristics that make each individual unique. Diversity is a relational concept and refers to the composition of a group and not a particular individual.

Inclusion - a work culture of cooperation and collegiality, in which all employees are valued, treated with respect, have equal access to opportunities and resources, understand and share the Company's mission and are motivated to work to contribute to its success.

Four pillars form the foundation of our Diversity and Inclusion Policy and guide our actions and strategies:

- Organizational Commitment and Legal Compliance
- Diversity
- Inclusivity
- Oversight

Organizational Commitment and Legal Compliance

With respect to our workforce, Assured Guaranty's objective is to reach, attract, and then hire the best possible applicants to join our Company. Talent is not determined by race, color, religion, sex, national origin or other protected characteristic. We recruit from a wide applicant pool so we can build our best workforce. We also understand that diversity of talent, at all levels of our organization, will yield a broader range of ideas, increase innovation and improve performance, all in a manner consistent with our business needs, scale and resources. To cultivate the benefits of our collective abilities, we work to create an inclusive culture by providing supportive leadership, emphasizing respect, facilitating communication, and recognizing achievement.

Strategy:

Implementing our goals of diversity and inclusion is a collective responsibility shared by board members, who participate in Company events and provide oversight of our initiatives, senior management, who serve as mentors and executive sponsors of employee resource groups (ERGs), and Assured Guaranty's global workforce, who serve on the Diversity and Inclusion Committee (D&I Committee) and run the ERGs.

Though the laws may differ from time to time and across the jurisdictions where we do business, our core values of respect, opportunity, and equality remain constant and consistent. We are diligent about understanding and complying with applicable laws regarding anti-discrimination and anti-harassment. Our annual [Global Code of Ethics](#) training, which is required for all employees, reminds us that we are all responsible for being part of a respectful and inclusive environment where everyone feels comfortable contributing their ideas and is valued for doing so.

Diversity

We recognize diversity is an important asset that can be a critical driver of value. Diversity in perspectives, backgrounds, experiences and education – in an inclusive environment – enhances our collective performance by expanding the breadth of ideas, nurturing collaboration, and encouraging employee engagement. And we believe diversity can be achieved through increased access. In order to provide equal employment and advancement opportunities - to all individuals - employment decisions at Assured Guaranty are based on merit, qualifications, and abilities, without regard to race, religion, gender, national origin, age, physical or mental disability, sexual orientation, gender expression, gender identity, marital status, military and veteran status, or any other basis protected by applicable law.

Strategy:

The Company utilizes a number of talent acquisition strategies in its recruiting practices in order to deliberately reach and attract the best and broadest applicant pool.

Inclusivity

We work to create a culture of inclusivity that respects and recognizes the abilities of each employee leading to enhanced engagement and improved retention. Our objective of creating an inclusive culture is borne out of our commitment to provide a work environment that is free from all forms of prohibited discrimination and harassment based on any legally protected category. We endeavor to develop our workforce by providing equal access to training and mentoring opportunities to enable our employees to realize their full potential, feel valued by us, collaborate and contribute to the success of the organization.

Strategy:

Based on employee feedback, the Company launched and supports five ERGs - African Heritage, Asian and Pacific Islander, Women, Working Parents, and Young Professionals - to create community, awareness and encourage employees to engage with and support one another. All Assured Guaranty ERGs are open to all employees, regardless of whether they identify with the characteristics of the group.

Oversight

Our Board of Directors, acting through the Environmental and Social Responsibility Committee, reviews information about our diversity and inclusion initiatives, and provides oversight of this Diversity and

Inclusion Policy and its implementation. Our employee-led D&I Committee recommends strategies and initiatives to achieve the goals of this Diversity and Inclusion Policy.

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