

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. We are committed to building and sustaining a diverse workforce at all levels of our organization and creating an inclusive culture which embraces our differences and effectively utilizes our many and varied talents.

This Diversity and Inclusion Policy defines what we mean by *Diversity* and *Inclusion* and articulates our approaches for achieving these goals.

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.

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 equitable access to opportunities and resources, and can feel fully engaged to contribute to Assured Guaranty's mission and success.

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

- Organizational Commitment
- Diverse Workforce
- Inclusive Workplace
- Self-Assessment
- Oversight

Organizational Commitment

We are committed to diversity and inclusion with respect to our staff, officers and directors. 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.

Strategy:

Implementing our goals of diversity and inclusion is a collective responsibility shared by board members, who participate in Company events, 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.

To incentivize and hold senior leadership accountable, the Company incorporates environmental and social responsibility considerations (including with respect to diversity and inclusion) in its executive compensation program.

Diverse Workforce

Assembling a diverse workforce requires recruiting from a wide talent pool and we believe that can be a critical driver of value. We seek to build a workforce, at all levels of the organization, that is representative of our communities; a mosaic of our collective talents that will yield a broader range of ideas, increase innovation and improve performance, all in a manner consistent with our business needs, scale and resources.

Strategy:

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

Inclusive Workplace

In addition to recruiting diverse and highly qualified talent, we work to create a culture of inclusivity that respects and recognizes the abilities of each employee leading to enhanced engagement and improved retention. We endeavor to develop our workforce by providing equitable 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.

Self-Assessment

Self-Assessment can be very useful in building an effective diversity and inclusion program because it enables us to identify areas where investments in diversity and inclusion initiatives are yielding positive results and where enhancements may be productive.

Strategy:

Assured Guaranty's Environmental and Social Responsibility Committee reviews information about our diversity and inclusion initiatives, workforce composition, turnover and other relevant data. We provide public disclosure about our human capital management program including information on corporate culture, diversity and inclusion, and demographic information about our [U.S. workforce](#).

Oversight

Our Board of Directors, acting through the Environmental and Social Responsibility Committee, provides oversight of this Diversity and Inclusion Policy. Our employee-led D&I Committee recommends strategies and initiatives to achieve the goals of this Diversity and Inclusion Policy.

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