CHARTER OF THE
RISK MANAGEMENT, TECHNOLOGY AND INNOVATION COMMITTEE
OF THE
BOARD OF DIRECTORS OF EMPLOYERS HOLDINGS, INC.

As Amended and Restated by the Board of Directors
on July 31, 2024

PURPOSE OF THE COMMITTEE

1. Purpose

The purpose of the Risk Management, Technology and Innovation Committee ("Committee") of the Board of Directors (the "Board") of Employers Holdings, Inc. ("EMPLOYERS" or the "Company") is to review and advise on the Company's programs involving risk management, including cybersecurity, insurance and reinsurance, technology and innovation.

COMPOSITION OF THE COMMITTEE

2. Members

The Committee shall consist of a minimum of three Directors, including the Chief Executive Officer. Members of the Committee shall be appointed by a majority vote of the Board after receiving the recommendation of the Board Governance and Nominating Committee and may be removed by the Board in its discretion.

3. Committee Chair

The Chair of the Committee shall be elected by a majority vote of the Board, provided that if the Board does not so designate a chairperson, the members of the Committee, by a majority vote, may designate a chairperson.

4. Independence

The Chief Executive Officer shall be a member of the Committee and, although not a requirement, other members of the Committee shall, if practical, be "independent" under the applicable rules of the New York Stock Exchange (the "NYSE"), and any additional requirements that the Board deems appropriate.

MEETINGS

5. Meetings

The Committee shall meet at such times as it determines to be necessary or appropriate, but not less than four times per year. The Committee is governed by the same rules regarding meetings, action without meetings, notice, waiver of notice, quorum, participation by telephone, and voting requirements as are applicable to the Board.

6. Attendees

The Committee, in its discretion, may ask members of management, other directors or any additional individuals it deems appropriate to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

7. Minutes

The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

8. Limitation of Liability

The Committee is authorized to adopt its own rules of procedure that do not conflict with (a) any provision of this Charter, (b) any provision of the Bylaws of EMPLOYERS, (c) the New York Stock Exchange Listed Company Manual, or, (d) federal or Nevada state law. Although the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable federal or Nevada state law.

AUTHORITY, RESPONSIBILITIES AND LIMITATIONS

In furtherance of its purpose, the Committee shall have the following authority, responsibilities and limitations consistent with and subject to applicable law and rules and regulations promulgated by the SEC, the NYSE or any other applicable regulatory authority:

Risk Management

9. Governance

Review and discuss with management the Company's risk governance structure, risk assessment and risk management practices and the guidelines, policies and processes for risk assessment and risk management, including:

a. Review at least annually, modify as deemed appropriate, and approve the Company's Risk Register, Risk Appetite and Risk Tolerances.

b. Review risk disclosures contained in the Company's Annual Report on Form 10-K and significant updates, if any, contained in the Company's Quarterly Reports on Form 10-Q.

c. Review the results of risk management reviews and assessments with the Company's internal auditor.

d. Review at least annually the adequacy and results of the Company's compliance program.

e. Approve the Own Risk and Solvency Assessment (ORSA), if applicable.

f. Periodically review the activities of the management's Executive Risk Committee (ERC).

10. Significant/Emerging Risks

Review and discuss with management significant or emerging risks facing the Company. Make recommendations on topics or presentations of Enterprise Risk Management issues to be presented to the Board.

11. Information Security

Review and discuss with management the Company's policies and procedures relating to oversight and evaluation of information security and data privacy risks and the administration of such policies and procedures, including the identification, assessment, analysis, monitoring, and mitigation of related risks.

12. Cybersecurity

Regularly review and discuss with management the Company's cybersecurity strategy, including: identification and assessment of internal and external cybersecurity risks; protection against cyber security risks; detection, response and mitigation of negative effects from cyber-attacks; and applicable regulatory reporting and disclosure obligations related to cyber-attacks and related risks.

13. Insurance and Reinsurance

Review and discuss with management, at least annually, the Company's corporate insurance program renewal and reinsurance program.

Technology

14. Strategic Plan

Review and discuss with management the Company's strategic plan for technology, including:

a. The Company's technology initiatives and how they improve revenue, expenses, risk and the customer experience.

b. The Company's adoption of emerging or disruptive technology to improve commercial viability.

15. Significant Technology Investments

Review and make recommendations to the Board regarding significant technology investments in support of the Company's technology strategy.

Innovation

16. Strategic Plan

Review and discuss with management the Company's approach to innovation strategy, including how the strategy enables the Company's business objectives.

17. Significant Innovation Investments

Review and make recommendations to the Board regarding significant investments in support of the Company's innovation strategy.

DELEGATION OF AUTHORITY

18. Delegation

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; provided, however, that no subcommittee shall consist of fewer than two members; and provided further that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

COORDINATION

19. Coordination Among Board Committees

While the Board has the ultimate oversight responsibility for all risks, various committees of the Board also have responsibility for specific risk areas. The Chief Legal Officer, or his or her designee, will maintain and distribute annually to the Committee a risk map detailing which Board committees have primary responsibility for overseeing specific risks. The Chair of the Committee will coordinate with the Chairs of other Board committees in order to ensure coverage of all specific risks across the Company and to prevent duplication and promote awareness of various risks.

EVALUATION OF THE COMMITTEE

20. Committee Evaluation

The Committee shall evaluate its performance on an annual basis utilizing the process established and approved by the Board Governance and Nominating Committee. In conducting this review, the Committee shall evaluate whether the Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The evaluation shall address all matters that the Committee considers relevant to its performance, including a review and assessment of the adequacy of this Charter, and shall be conducted in such manner, as the Board deems appropriate. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they are discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

INVESTIGATIONS

21. Investigations, Studies and Outside Advisers

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Company's expense, such independent counsel or other consultants, or advisers as it deems necessary or appropriate. The Committee shall have the sole authority to retain or terminate any consultant to assist the Committee in carrying out its responsibilities, including sole authority to approve the consultant's fees and retention terms, such fees to be borne by the Company.

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