

## **CHARTER OF THE COMPENSATION COMMITTEE LIBERTY MUTUAL HOLDING COMPANY INC.**

### **Committee Charge**

The Board of Directors of Liberty Mutual Holding Company Inc. (the “Company”) delegates to the Compensation Committee (the “Committee”) oversight responsibilities for the establishment of the Company’s compensation programs and employee benefit plans to reasonably assure that compensation policies and practices are appropriate, fairly administered and in compliance with applicable laws and regulations, and, in particular, for reviewing and approving the total compensation of the Chief Executive Officer (“CEO”) and other senior management and for making recommendations with respect to Director compensation programs.

### **Organization and Meetings**

The Committee will be composed entirely of members of the Board of Directors of the Company and will have a minimum of three members. All members of the Committee shall be independent directors and shall have no relationship that would interfere with the exercise of his or her independent judgment in carrying out his or her director responsibilities. A majority of Committee members shall constitute a quorum. Upon recommendation of the Governance and Sustainability Committee, the Committee and its Chair will be elected by the Board of Directors. Written minutes of the Committee’s proceedings will be kept. The Committee will meet at least three times a year. The Chair or the Chair’s designee will report to the Board of Directors.

### **Authority and Responsibilities**

The Committee has oversight and review responsibilities for the following; however, the primary responsibility for these areas resides with management.

Compensation Philosophy: Development of a compensation philosophy consistent with the Company’s strategic goals and operating philosophies.

Benefits and Compensation Programs: Development of specific benefits and compensation programs consistent with the articulated philosophy.

The Committee has oversight and approval responsibility for the following areas:

CEO Performance and Compensation: Development and approval of a total compensation program for the CEO consistent with the articulated compensation philosophy. In particular, the Committee will review the CEO’s performance annually in light of the Company’s strategic and tactical goals. The Committee will also review and approve the individual components of the CEO’s total compensation in light of his performance.

Senior Executive Compensation: At least annually, the Committee will review with the CEO the performance and recommended compensation of select individual members of senior management and will approve compensation and benefits actions for such senior management.

Benefits Programs: Adoption of employee benefit and retirement programs consistent with articulated philosophy and approval of material changes thereto.

Compensation Practice: Ensuring that compensation programs are administered equitably and in line with approvals. In particular, the Committee will review and approve:

*Annual compensation spending guidelines*

*Aggregate payouts under material incentive compensation programs*

*Compensation actions as required by laws and regulations*

Executive Clawback Policy: Overseeing the Liberty Mutual Executive Clawback Policy.

Director Compensation: Development of and recommendations for compensation programs of non-employee Directors consistent with the scale and scope of the Liberty Mutual Group, subject to approval by the Board of Directors.

Annual Charter Review: The Committee will review and approve this charter on an annual basis.

The Committee will also have the authority and funding to engage outside advisors to assist the Committee with matters within the scope of its oversight responsibilities.

To the extent permitted by law and the terms of applicable plan documents, the Committee may, as it deems appropriate, delegate to subcommittees comprised of one or more members of the Committee, or to management and/or management committees, all or a portion of its duties and responsibilities set forth herein, including with respect to (i) adoption, amendment, modification or termination of compensation or benefit plans, and/or of any rules, policies or procedures thereunder, and (ii) administration and interpretation of the terms of such compensation and benefit plans.

*Approved by Board on December 11, 2024*