

Adopted February 21, 2002; amended February 21, 2007; further amended February 25, 2015; further amended February 28, 2024

Everest Group, Ltd. (the "Company")
Compensation Committee Charter

A. Name

There shall be a committee of the Board the Company which shall be called the Compensation Committee.

B. Purpose

In accordance with the authority and responsibilities set forth in Section D below, the Compensation Committee shall (1) discharge the Board's responsibilities relating to compensation of the Company's officers at senior vice president and above and the Chief Accounting Officer, Treasurer, Secretary, and the Chief Internal Audit Officer, (2) review and discuss the Compensation Discussion and Analysis ("CD&A") with Management and recommend its inclusion in the Proxy statement, and (3) oversee the Company's human capital management, including diversity and inclusion.

C. Committee Membership and Procedure

The Compensation Committee shall consist of no fewer than 2 members. Each member of the Compensation Committee shall satisfy the independence requirements of the New York Stock Exchange ("NYSE") and, if deemed appropriate from time to time, meet the definition of "non-employee director" under Rule 16b-3 under the Securities Exchange Act of 1934. The Board shall appoint the members of the Compensation Committee and Chair of the Compensation Committee ("Chair") annually, considering the recommendation of the Nominating & Governance Committee, and further considering the views of the Chairman of the Board and the Chief Executive Officer, as appropriate. The members of the Compensation Committee shall serve until their successors are appointed and qualify. The Board shall have the power at any time to change the membership of the Compensation Committee and to fill vacancies in it, subject to such new member(s) satisfying the above requirements. Except as expressly provided in this Charter or the Bye-laws of the Company or the Corporate Governance Guidelines of the Company, the Compensation Committee shall fix its own rules of procedure.

D. Committee Authority and Responsibilities

1. The Compensation Committee shall review and approve corporate goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of those goals and objectives, and set the Chief Executive Officer's compensation level based on this evaluation.
 - a. In determining the long-term incentive component of CEO compensation, the Compensation Committee should consider the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the Company's CEO in past years.
 - b. The Compensation Committee shall meet annually with the CEO to receive the CEO's recommendations concerning performance goals and the CEO's evaluation of the Company's progress toward meeting those goals.
 - c. The Compensation Committee shall, where applicable, annually review and approve, for the CEO, officers at senior vice president and above and the Chief Accounting Officer, Treasurer, Secretary, the Chief Risk Officer and the Chief Internal Audit Officer, (1) compensation, employment agreements, severance arrangements, and change in control agreements or provisions, in each case, when and if appropriate, (2) any special or supplemental benefits applicable to senior executives, (3) performance or operating goals in the Company's incentive compensation and stock plans, and (4) awards under incentive compensation and stock plans, including amendments to the awards made under any such plans, and review and monitor awards under such plans.
2. The Compensation Committee shall make recommendations to the board with respect to incentive-compensation plans and equity-based plans.
 - a. The Compensation Committee may authorize the CEO or another senior executive to determine awards for non-senior executives, provided that such awards fall within the Company's plans.

3. The Compensation Committee may in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser (each, an "Advisor"). The Compensation Committee shall be directly responsible for the appointment, compensation, and oversight of the work of such Advisor, and the Company shall be responsible for any costs or expenses incurred. To the extent required by NYSE rules, the Committee may select and/or receive advice from an Advisor only after taking into consideration all relevant independence factors, including the factors set forth in the NYSE rules. The Compensation Committee shall also have authority to obtain advice and assistance from internal or external legal, accounting, or other advisors.
4. The Compensation Committee shall keep a record of its proceedings and make regular reports to the Board.
5. The Compensation Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Compensation Committee shall annually evaluate its own performance.
6. The Compensation Committee may form and delegate authority to subcommittees or to committees of the Company's subsidiaries when appropriate.
7. The Compensation Committee shall review and make recommendations to the Board on the overriding compensation philosophy for the Company.
 - a. The Compensation Committee shall review and approve material compensation expense elements such as significant employee benefit plans.
 - b. The Compensation Committee may review peer groups of companies to which the Company may compare itself for compensation purposes.
 - c. To the extent it deems appropriate, the Compensation Committee shall ensure that qualified firms are advising the Company and its subsidiaries on compensation, benefits and related matters.
 - d. The Compensation Committee shall consult with the Nominating and Governance Committee to assist that Committee in the establishment of appropriate levels of non-employee director compensation.

8. The Compensation Committee shall review and discuss the CD&A required to be included in the Company's proxy statement with management and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included. The Committee shall also produce an annual report of the Committee for inclusion in the Company's proxy statement, as required by Item 407(e)(5) of Regulation S-K.
9. The Compensation Committee shall review the pay-versus-performance table and related narrative and graphic disclosure to be included in the Company's proxy statement.
10. The Committee shall conduct regular reviews of the Company's human capital management strategies, policies, practices, and reporting. This includes but is not limited to areas such as diversity, equity and inclusion, talent development, and employee engagement. The Committee shall receive updates from the Company's management responsible for these efforts on a periodic basis.
11. The Compensation Committee shall oversee the Company's (i) submissions to shareholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and (ii) engagement with proxy advisory firms and shareholders on executive pay. The Committee also shall review the results of such advisory votes and consider any implications thereof.
12. The Compensation Committee shall review the relationship between the Company's risk management policies and practices and executive compensation arrangements and recommend changes to the Board regarding compensation risk mitigation measures, including but not limited to stock ownership guidelines for Company executives and non-employee directors, and hedging and pledging policies.
13. The Compensation Committee shall review and recommend to the Board the creation or revision of any clawback policy as in effect from time to time allowing the Company to recoup compensation paid to employees, including reviewing and approving the creation or revision of a clawback policy requiring the Company to recoup incentive-based compensation paid to current and former executives in the event the company is required to restate its financial statements, as mandated by NYSE Rules. The Compensation Committee shall oversee and administer any such clawback policy described above.