

## **The Baldwin Group**

### **Executive Committee Charter**

Effective February 24, 2026

#### **Purpose**

The Executive Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of The Baldwin Insurance Group, Inc. (the “**Company**”) is designated to have and exercise the power and authority of the Board as set forth in this charter (this “**Charter**”), to the fullest extent permitted by the General Corporation Law of the State of Delaware (the “**DGCL**”).

#### **Membership**

The Committee shall consist of at least three directors of the Company, of which at least one must be a director deemed by the Board to be independent and who meets the independence requirements of the Nasdaq. Subject to the foregoing, the members of the Committee shall be appointed and removed by the Board from time to time.

#### **Power, Authority, Responsibilities and Duties**

- (1) During the interval between meetings of the Board, the Committee shall have and may exercise the authority and powers of the Board to act upon any matters requiring Board approval when the Board is not in session, including but not limited to the following (but in all cases subject to Section 8 below):
  - (a) The Committee shall have the authority to act in accordance with the Company’s Mergers and Acquisitions Guidelines that were previously approved by the Board, as amended or otherwise in effect from time to time;
  - (b) The Committee shall have the authority to approve amendments to the Company’s credit agreements, including any related loan documents or ancillary agreements, and to take all actions, including authorization of the execution of all documents reasonably necessary or appropriate to effectuate the transactions contemplated thereby.
- (2) The Committee shall periodically review and reassess the adequacy of the Company’s Derivatives Policy and recommend any proposed changes to the Board for approval.
- (3) The Committee shall have the authority to direct, engage (on behalf of itself or the Company), and obtain advice and assistance from, as applicable, employees and officers of the Company and internal and external legal, accounting or other advisors as the Committee considers necessary or appropriate. The Committee has the authority to approve any such advisors’ fees and other retention terms and shall have available appropriate funding from the Company.

- (4) The Committee shall make regular reports to the Board, including reporting to the Board regarding any actions taken by the Committee at the next succeeding regular meeting of the Board, or as soon as practical thereafter. The Committee will maintain minutes or other written records of its meetings and activities.
- (5) The Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
- (6) The Committee shall annually review its own performance.
- (7) Notwithstanding the foregoing, the Committee shall not have the power or authority of the Board to:
  - (a) approve, adopt, or recommend to the shareholders, any action or matter expressly required by the DGCL to be submitted to shareholders for approval;
  - (b) adopt, amend or repeal the by-laws or certificate of incorporation of the Company;  
or
  - (c) approve any transaction requiring shareholder approval (e.g., a transaction involving a change in control of the Company or a sale of all or substantially all of the Company's assets) or a related amendment to the by-laws or certificate of incorporation of the Company; or
  - (d) approve any merger or acquisition not within the delegation of authority to the Executive Committee contained in the Mergers and Acquisitions Guidelines; or
  - (e) approve the issuance of any equity securities of the Company except in connection with an acquisition approved in accordance with the Mergers and Acquisitions Guidelines in effect from time to time; or
  - (f) approve any action in conflict with the policies, by-laws or certificate of incorporation of the Company (in each case, as amended or otherwise in effect from time to time).