

COMPENSATION COMMITTEE CHARTER

of

ACCELERANT HOLDINGS

(the “Company”)

As adopted by the Board of Directors, effective July 25, 2025

Purpose

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of the Company is to (i) discharge the Board’s responsibilities relating to performance and compensation of the Company’s Chief Executive Officer (“CEO”), other executive officers and directors; and (ii) review and recommend to the Board compensation plans, policies and programs, as well as approve individual executive officer compensation intended to attract, retain and appropriately reward employees in order to motivate their performance in the achievement of the Company’s business objectives and align their interests with the long-term interests of the Company’s shareholders. The Committee shall also prepare the compensation committee report on executive compensation required to be included in the Company’s annual report or proxy statement relating to the election of directors.

Composition of the Committee

The Committee shall be composed of three or more directors appointed by the Board, each of whom meets the independence requirements of the New York Stock Exchange (the “NYSE”) and any other requirements deemed by the Board to be applicable, including any requirements imposed by the Securities and Exchange Commission, except as otherwise permitted by applicable NYSE rules; the U.S. Securities Exchange Act of 1934, as amended (the “Exchange Act”); and the and the Company’s corporate governance guidelines, each as may be in effect from time to time. At least two members of the Committee shall also qualify as “non-employee director[s]” under Section 16 of the Exchange Act. The Board’s Nominating and Corporate Governance Committee will recommend to the Board for appointment members to serve on and chair the Committee. Determinations as to whether a particular director satisfies the requirements for membership on the Committee shall be made by the Board.

Any action duly taken by the Committee during a period in which one or more of the members subsequently is determined to have failed to meet the membership qualifications described herein shall nevertheless constitute duly authorized action of the Committee and shall be valid and effective for all purposes, except to the extent required by law or determined appropriate by the Committee to satisfy regulatory standards.

Committee members (i) shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee, (ii) shall serve for such terms as the Board may determine, or until their earlier resignation, death or removal and (iii) may be removed by the Board in its discretion.

Committee members (i) shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee, (ii) shall serve for such terms as the Board may determine, or until their earlier resignation, death or removal and (iii) may be removed and replaced consistent with changes in membership to the Board or at any other time in the Board's discretion, and in accordance with the Company's Amended and Restated Memorandum and Articles of Association (as the same may be amended, restated or amended and restated from time to time, the "Memorandum and Articles").

Meetings

The Board shall designate one member of the Committee to serve as its chairperson. The chairperson will preside, when present, at all meetings of the Committee. The Committee will meet at such times as determined by its chairperson or as requested by any two of its members, which, in any case, shall be with such frequency and at such intervals as are necessary to carry out its duties and responsibilities and shall not be less frequently than once per calendar year. Notice of all Committee meetings shall be given, and waiver thereof determined, in accordance with the notice and waiver of notice requirements applicable to the Board. The Committee may meet by telephone, video conference or similar means of remote communication.

The Committee will review its evaluation of the performance of the CEO and other executive officers of the Company and such officers' respective salary, incentive payment and equity compensation grant decisions with the Board in executive session. The CEO may not be present during voting or deliberations on the CEO's compensation, and any other member of the Committee shall recuse himself or herself and abstain from participating in any deliberations, discussions or votes relating to such Committee member; provided, however, that such recusal or abstention shall not be taken into consideration for purposes of determining quorum.

The Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board pursuant to the Memorandum and Articles. The Committee may invite to its meetings any officer, or such other persons as it deems appropriate to discharge its responsibilities.

The chairperson of the Committee shall be responsible for establishing the agenda for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. The Committee shall maintain copies of minutes of each meeting of the Committee, and each written consent to action taken without a meeting, reflecting the actions so authorized or taken by the Committee. A copy of the minutes of each meeting and all consents shall be placed in the Company's minute book.

Delegation

The Committee may form and delegate authority to one or multiple subcommittees consisting of one or more of its members as appropriate or as otherwise permitted by the terms of any compensation or program, policy, agreement or arrangement approved by the Committee or the Board.

Authority

The Committee shall have the authority, in its sole discretion, to retain or obtain the advice of a compensation consultant, outside legal counsel or other advisor (a “Committee Advisor”) as it deems appropriate to assist with the execution of its duties and responsibilities as set forth in this charter. The Committee shall be directly responsible for appointing, compensating and overseeing the work of any Committee Advisor retained by the Committee. The Committee shall evaluate whether any Committee Advisor retained or to be retained by it has any conflict of interest in accordance with applicable rules of the U.S. Securities and Exchange Commission (“SEC”) rules. To the extent required by NYSE rules, the Committee shall assess the independence of any Committee Advisor taking into account the factors specified by applicable NYSE rules. The Committee shall also have authority to obtain advice and assistance from any officer or employee of the Company and shall have full, unrestricted access to Company books, records and facilities.

The Company will provide for appropriate funding, as determined by the Committee, for payment of (i) compensation to any advisors retained or employed by the Committee and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Duties and Responsibilities

In furtherance of its purpose, the Committee shall:

1. Review, determine and approve annually corporate goals and objectives relevant to CEO compensation, evaluate at least annually the CEO’s performance in light of those goals and objectives, and determine and approve the CEO’s compensation, including salary, annual bonus, incentive awards and perquisites of the CEO, based on this evaluation. In determining the long-term incentive component of the CEO’s compensation, the Committee shall consider, among other factors, 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 CEO in past years.
2. Review and make recommendations to the Board with respect to the compensation of the Company’s executive officers other than the CEO, including salaries, annual bonuses, incentive awards and perquisites.
3. Review, approve and make recommendations to the Board, as applicable, regarding the adoption, termination or material modification of the Company’s material compensation plans, including with respect to incentive compensation plans and equity-based plans, policies and programs, subject to any applicable requirements for shareholder approval of such plans or amendments thereto.
4. Approve all grants and/or awards of restricted shares and other forms of equity-based compensation under the Company’s incentive compensation and equity-based plans.
5. Review and approve, for the CEO and other executive officers of the Company, when and if appropriate, employment agreements, severance agreements, consulting agreements and change in control or termination agreements.

6. Determine and review peer group, market index or other appropriate comparative measures to the extent used to evaluate or benchmark executive compensation levels, design practices and relative performance, if deemed appropriate.
7. Evaluate and recommend to the full Board appropriate compensation for the Company's non-employee directors, and expense reimbursement policies, and any perquisites for non-employee directors.
8. Review and discuss with management the compensation discussion and analysis, to the extent required to be included in the Company's annual report or proxy statement. Based on such review and discussion, if applicable, the Committee shall make a recommendation to the Board as to whether such compensation discussion and analysis shall be included in such annual report or proxy statement and shall prepare the Committee report, to the extent required to be included in such annual report or proxy statement.
9. Consider at least annually whether risks arising from the Company's compensation plans, policies and programs for its employees are reasonably likely to have a material adverse effect on the Company, including whether the Company's incentive compensation plans encourage excessive or inappropriate risk taking.
10. Review the results of any advisory shareholder votes on executive compensation, if required by applicable SEC rules, and consider whether to recommend adjustments to the Company's executive compensation policies and practices in light of such votes.
11. Administer the Company's policies with respect to the recovery or "clawback" of any excess compensation (including incentive compensation and equity grants) paid to any of the Company's executive officers based on erroneous data, which at a minimum, shall comply with applicable NYSE requirements and make recommendations to the Board from time to time regarding such policies.
12. Determine stock ownership guidelines for the Company's CEO and other executive officers and monitor compliance with such guidelines.
13. Review periodically the Company's strategies and policies related to human capital management, including with respect to matters such as diversity, equity and inclusion, employee engagement, health and safety, human rights and anti-slavery, corporate citizenship as it relates to human capital management, labor relations, talent development and executive compensation.
14. Report regularly to the Board on the activities of the Committee.
15. Conduct an annual evaluation of the Committee's performance with respect to its purpose, duties and responsibilities set forth in this charter and report the results of such evaluation to the Nominating and Corporate Governance Committee and the Board.
16. Review the adequacy of this charter periodically and recommend any proposed changes to the Board for approval.

17. Conduct or authorize investigations into any matter within the scope of the duties and responsibilities delegated to the Committee as it deems appropriate.
18. Perform such other duties and responsibilities, consistent with this charter, the Memorandum and Articles, governing law, the rules and regulations of the NYSE, the federal securities laws and such other requirements applicable to the Company, delegated to the Committee by the Board.

Miscellaneous

This Committee charter is not intended to change or augment the obligations of the Company or its directors or management under applicable law (including federal securities laws) or to create new standards for determining whether directors or management have fulfilled their duties, including fiduciary duties under applicable law.