



2022 ANNUAL REPORT

A Different Kind of Broker



An aerial photograph of a river winding through a dense forest. The river is in the upper half of the frame, with a rocky or pebbly bed. The forest below is lush and green, with various tree species visible. The overall tone is natural and serene.

A DIFFERENT KIND OF BROKER

We always believed that an insurance brokerage could be more — a trusted risk management advisor and partner where a focus on employee and client needs would create value and success.

TABLE OF CONTENTS

| | |
|------------------------------------|----|
| A Message from the CEO | 4 |
| Financial Highlights | 6 |
| Retail Business Highlights | 8 |
| Business Insurance | 10 |
| Employee Benefits | 12 |
| Private Client Services | 14 |
| Consulting Services | 16 |
| Financial & Wealth Services | 18 |
| Industry Recognition | 20 |
| One80 Intermediaries | 22 |
| M&A Highlights | 26 |
| Superior Client Value | 28 |
| People & Talent | 30 |
| Environmental, Social & Governance | 34 |
| 25th Anniversary | 38 |

A MESSAGE FROM THE CEO

Welcome to our Risk Strategies 2022 Annual Report.

It was an exciting year for the Risk Strategies family on so many levels – we celebrated our 25th anniversary, achieved significant growth and client retention, and made strategic investments in talent and acquisitions.

Our company was founded in 1997 on the premise that an insurance brokerage could be more – a trusted risk management advisor and partner where a focus on employee and client needs would create value and success.

A Specialist Approach

Today, the Risk Strategies family is a diverse organization with multiple solutions and specialties. Working as a team, we use a variety of tools including risk transfer, risk retention, consulting, purchasing programs, and alternative risk products to help clients find the most efficient use of capital to succeed in their mission.

Risk Strategies is the 9th largest privately held insurance broker in the US with over 30 specialty practices in five core business segments:

- Business Insurance
- Employee Benefits
- Private Client Services
- Consulting Services
- Financial & Wealth Services

One80 Intermediaries, launched just three years ago, is already a strong brand and leader in the wholesale and specialty market. In a short period of time, we've built a standalone business that is now ranked as the 5th Largest MGA/Underwriting Manager/Lloyd's Coverholder with over 75 specialty programs and in-house binding authority.



JOHN MINA

Chief
Executive
Officer

2022 was also a year of reconnecting in person as we hosted face-to-face employee events in cities across the US. We all came away energized as we spent quality time together celebrating our achievements and our collective potential.

2022 Results

2022 was a major milestone year as we exceeded the \$1 billion revenue threshold, significantly ahead of our 5-year strategic plan. This was truly a testament to the expertise and commitment of our people, our entrepreneurial approach, and bringing a strategic, holistic, specialist approach to our clients, so they can face the future with confidence.

On a pro forma basis, Risk Strategies ended the year with \$1.194B of revenue, a 24.7% increase over 2021. Of the \$236M in pro forma revenue growth, \$78M, or 33%, came through organic growth, and \$158M, or 67%, came through our M&A strategy.

Growth Segments

Virtually all of our specialty practices grew in 2022. The largest growth areas were Captives, Education Student Health, Risk Strategies Consulting, and One80 Intermediaries, our wholesale specialty division. In our product line segments, our strongest growth was within Surety and Cyber.

We are very excited about the potential of our new consulting business, launched in 2022, that grew out of five strategic acquisitions. Through this new platform, we offer actuarial services, consulting services, healthcare claim audit services, and more all designed to provide insights and help quantify future financial risks for clients.

We welcomed 29 strategic acquisitions to the Risk Strategies family in 2022, 17 in Risk Strategies and 12 in One80 intermediaries. Each new acquisition

added depth, expertise, and strengthened our specialist approach. I'm very enthusiastic about what we will do together moving forward.

Superior Client Experience

With 92% overall client retention, we are delighted to deliver on our mission to help clients protect what matters most to them. We strive to be a trusted advisor and differentiate by providing deep industry expertise and superior client value by understanding our clients' objectives and delivering the right solutions for them.

Great People at the Core

We need top talent to deliver on our value proposition, to continuously stay ahead of risk, and understand clients and their industries. To do this successfully, we strive to be a destination workplace where our working life is fulfilling and rewarding, and employees can realize their potential. We are proud to have been named a Best Places to Work by *Business Insurance* for the past five years. Diversity, Equity & Inclusion is part of our core values, and we have employee-inspired support for our local communities in concert with the Risk Strategies Foundation.

Summary

Our success has enabled us to grow and scale our company and make significant investments in people, talent, and technology. The Risk Strategies family continues to grow, as does our voice and brand in the marketplace. We love what we do, and it shows.

We're looking forward to another great year.

Sincerely,



FINANCIAL HIGHLIGHTS

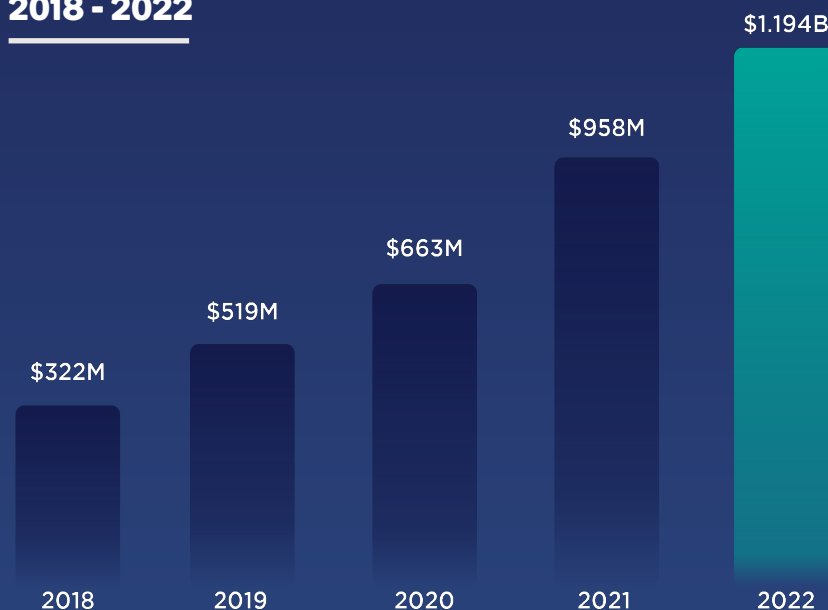
2022 Performance

We continued our solid history of growth and shareholder appreciation. Our 2022 financial performance was strong, and we were pleased to achieve \$1.194B of pro forma revenue, an increase of 24.7% over 2021. Of the \$236M in pro forma revenue growth, \$78M, or 33%, came through organic growth, and \$158M, or 67%, came through our M&A strategy with 29 new acquisitions.

Five-Year Plan

2022 was a significant year for us as we exceeded the \$1B revenue threshold. Surpassing the \$1B mark during our 25th anniversary was a fitting milestone and confirms that we are delivering on our vision and executing ahead of our five-year strategic plan.

Pro forma Revenue Growth 2018 - 2022



Five-Year Strategic Plan 2020 - 2025

| | |
|---|--|
| Revenue | \$1.5B or higher in total revenue |
| M&A Growth | \$800M Revenue in strategic acquisitions |
| Practices | Be a specialist leader (top 5) in focus segments |
| Client Experience | Maintain client retention at or above 92% |
| Technology | Deliver best-in-class solutions through operational excellence |
| Carrier Partners | Be a top broker for strategic carrier relationships |
| Culture, People, Succession, Recruiting | Attract, develop, and retain top talent |

Market & Economic Conditions

2022 presented businesses with an uncertain economic outlook and unprecedented disruptions. Businesses around the globe faced new risks, shifting assumptions, and uncertain macroeconomic conditions:

- **Economic uncertainty** with inflation and rising interest rates driving higher prices and negative impact on earnings, businesses continued to deal with the lingering effects of the COVID-19 pandemic.
- **Weather / catastrophic events** occurring with higher frequency and severity, challenged underwriting models, pricing, and capacity. There were 18 named storms in the US in 2022 that exceeded \$1B in losses each.
- **Social and behavioral shifts** included changing workforce expectations, rising claims and litigation costs, and overall shifts in attitudes.
- **Medical costs continued to rise** influenced by specialty drugs, short-term / long-term disability, behavioral health, and the US Supreme Court Dobbs decision.
- **War in Ukraine**, in addition to being a humanitarian crisis, is having a direct global economic impact on many industries.
- **Cyberattacks and ransomware** continue to represent growing risks to businesses of all sizes and industries.

The foundation of our growth and success is our specialist approach as we worked closely with our clients to help them navigate the uncertain markets, understand the risks, and take the steps necessary to protect what matters to them.

While the insurance industry sees and feels market changes in many of the same ways as other sectors, our industry has proven to be somewhat pandemic and recession-proof. Risk is not going anywhere. We urge our clients to build resilience — understand their business risk profile, explore alternative risk financing options if traditional insurance doesn't meet their needs, and build talent resilience with an engaged, talented workforce.



RETAIL BUSINESS HIGHLIGHTS

2022 Business Summary

We showed strong organic growth in Risk Strategies retail while also exceeding our M&A growth objectives. We now place over \$12.5B of premium in the US insurance business marketplace.

It was a year of scaling and growing the company while maintaining the entrepreneurial culture that has fueled our growth as a true specialist and a different kind of broker.

Our value proposition is anchored on a specialist approach to risk. In many of our specialty practices, we are a top-five player in our targeted industry and product line segments. Our student health and relocation practices are the industry leaders in their fields, and employee benefits, entertainment, healthcare, and private equity are all top players. Our captives business is now the 6th largest captives manager worldwide.

We also launched our high-growth consulting business. 2022 was also the year of investing in the infrastructure of our Private Client Services to further support the growth of the business.

We continued to have close relationships with more than 500 carrier partners, which affords us significant market coverage and the ability to consistently meet the evolving needs of our clients.

Please see our [State of the Market Report](#) for additional insights on industry and market conditions.



About Us

Risk Strategies is the 9th largest independent broker in the U.S. offering comprehensive risk management advice, insurance and reinsurance placement for property & casualty, employee benefits, private client services, as well as consulting services and financial & wealth solutions. With more than 30 specialty practices, Risk Strategies serves commercial companies, nonprofits, public entities, and individuals, and has access to all major insurance markets.

Business
Insurance

Employee
Benefits

Private
Client
Services

Consulting
Services

Financial &
Wealth
Services

9th

Largest Privately
Owned Broker

150K+

Retail
Clients

500+

Carrier
Partners

\$12.5B

Premiums
Placed

92%

Client
Retention

BUSINESS INSURANCE

Top Growth Highlights

Across industries and product lines, our property & casualty business was a story of solid growth in the face of challenging market, business, and climate conditions.

Captives

Our captives business saw double-digit growth, driven by their specialty experience and innovative solutions, particularly Oxford Risk Management Group's popular new product simplifying captives program access for smaller clients. Hard markets and insurer pullbacks in capacity, geographies, policy offerings, and limits, also created broad interest in alternative approaches to managing and hedging risk. *Business Insurance* ranks us the 6th largest captive manager.

Cyber

Ongoing innovation and smart business development drove strong cyber liability growth. Our Cyber Resolute offering brings big company scale and expertise to small and mid-size firms, with cyber liability coverage, and a suite of services to reduce and manage cyber risk.

Last year, our Cyber Liability team was highly successful partnering with our commercial and private lines practices to identify clients who would benefit from Cyber Resolute, driving results more than 15% above last year.

Education

As part of our national Education practice, our market-leading Student Health segment saw dramatic growth driven by new client additions and innovative offerings such as AcademicLiveCare, a telemedicine platform with sophisticated behavioral health capabilities built to meet student internet-first expectations and the increased need for student mental health services. We also completed the 2nd annual higher education industry benchmarking survey, a critical tool to provide insights and knowledge to educational institutions.



Architects & Engineers

The Architects & Engineers practice saw revenue growth surpass 10% on a large influx of new clients with strong performances across the majority of our regions. Macroeconomic conditions were mixed in 2022, but our specialty practice was successful and had particularly strong growth in key markets such as Nashville, Dallas, and New Jersey.

Entertainment

A post-COVID rebound in film production and effective prospecting brought in a number of new, large clients to the Entertainment practice, driving results almost 15% higher than the prior year.

Both average premium and average revenue per client saw strong growth in the Entertainment practice with Glendale, CA and New York Metro operations notching gains over 20% and 17%, respectively.

Environmental Liability

Our Environmental Liability practice saw growth of 18% on the strength of new, larger clients. The practice saw particularly strong growth performances from the Boston metro and Florida operations.

Fine Art

A 19% growth in new fine art clients in 2022 was a solid increase above the prior year. This new client growth and smart cross-selling campaigns, coordinated with our Private Client Services practice, combined to drive overall revenue 14% higher than in 2021.

Surety

Our Surety practice saw record growth with results of more than 22% over the prior year, driven by the placement of larger value bonds with bigger clients at higher rates. In addition, we've made a number of new acquisitions to further boost future opportunities in this space.

30+

Specialty
Practices

Industries

- Architects & Engineers
- Aviation
- Cannabis
- Construction
- Education
- Entertainment
- Financial Services
- Fine Art
- Healthcare
- Law Firms
- Marine & Yacht
- Nonprofit & Human Services
- Private Equity
- Public Sector
- Real Estate
- Relocation
- Transportation
- Waste & Recycling

Solutions

- Captives
- Casualty
- Cyber
- Consulting
- Employee Benefits
- Environmental Liability
- Financial & Wealth
- International Liability
- Life
- Management Liability
- Private Client Services
- Property
- Reinsurance
- Risk Management Services
- Surety

[Meet Our Leaders](#)



EMPLOYEE BENEFITS

Employee Benefits continues to be a complex area for most organizations with costs rising from multiple directions and recruitment and retention strategies dynamically shifting. The focus throughout 2022 was to work closely with organizations to develop sound strategies that balance the need to control costs with employees' needs and expectations.

Economic worries will continue to fuel cost sensitivity. Employer benefits costs are impacted by rising medical plan costs, higher short- and long-term disability rates due to extended COVID-related illness and recovery periods, and inflation. While some industries are seeing layoffs, many continue to experience talent shortages. This, along with the need to prioritize employee wellbeing coming out of the pandemic, are major considerations for most businesses today.

To be a true specialist and trusted advisor in employee benefits today, a benefits consultant must have a keen sense of the evolving world through the lens of our clients. In 2022, we made talent and resource investments to address a top client concern — regulatory awareness and compliance. Court rulings and legislative developments at both the state and federal level can have near and long-term impacts on benefits offerings and human resources policy.

Compliance is a major consideration for all businesses as they need to be informed and compliant with changing laws, and properly support their most important asset, employees.

In 2022, our national Employee Benefits practice invested in building a national compliance center to stay on top of evolving regulations and communicate those changes and the ensuing business implications to our clients.

We invested in bringing on board expert staff, including in-house ERISA counsel, and resources to ensure that clients could rely on us to provide them with both regular and real-time communications — alerts, bulletins, webinars, and more. Through this investment, we now deliver timely, detailed, and highly relevant expert insights to our clients on the laws and regulations that affect their benefits programs as well as considerations or actions to take. With multi-jurisdictional compliance continuing to be one of the most challenging issues for employers, we have dramatically increased the level of compliance support they receive.

Pharmaceutical breakthroughs, particularly around specialty medications, often come with staggering price tags and costly implications for employers. We also made a major investment in

the area of pharmacy expertise. We are helping our clients better understand how these new technologies and treatments have accelerated costs, trends to watch for, and where costly impacts lie so they can make more informed decisions.

Even as economic headwinds gathered in 2022, clients were seeing follow-on plan and cost effects of higher utilization due to extended COVID-related illness and recovery periods even as they struggled to attract and retain talent in the face of the Great Resignation. With so many interconnecting and compounding factors at play, understanding data through expert analysis and management, both in pharmacy and in overall strategic planning of benefits, became central to cost control and program management.

At an overall business level, in 2022 the Risk Strategies Employee Benefits practice experienced a year marked by stable, steady growth, and continued to expand our relevance and expertise as a trusted advisor to clients.

Risk Strategies Employee Benefits services and solutions include:

- Benefit Administration & Technology
- Benefits Compliance Support
- Data & Analytics
- Human Capital Management
- International Benefits
- Absence Management & Ancillary Programs
- Voluntary & Lifestyle Benefits

PRIVATE CLIENT SERVICES

The Private Client Services (PCS) insurance landscape continues to be challenged and is expected to remain so into the future. The market is hard, rates are increasing across all lines of personal insurance, and carriers continue to focus on underwriting discipline and restrictions. The frequency and severity of major weather events across the country in 2022 also contributed to a particularly difficult year for the private client insurance marketplace.

In 2022, we looked holistically at how best to evolve our PCS practice to meet the changing and expanding needs of our growing client base, as we faced the challenging insurance marketplace together.

The PCS leadership team undertook a full, detailed evaluation of our client base to better understand our segments and identify priority client needs. We implemented new processes to more efficiently meet client needs and expectations. Focusing on delivering a superior client experience helped foster notably high client retention rates in 2022.

Investments were made in strategic regional and national leadership positions. Key talent was hired, and new positions were established to manage and enable a cohesive national service team approach, across all PCS product lines and regions.

Specialty acquisitions in recent years have helped build and grow best-in-class capabilities in our PCS practice. Additional acquisitions will be made to further strengthen the PCS teams, extend our specialties, expand into new geographies, and

deepen expertise. Work was done in 2022 to align the core PCS solutions, segments, and services across the primary Risk Strategies regions. The team also began to build out a Family Office specialty practice area and other priority personal lines segments.

We conducted a detailed examination of our carrier market relationships and our approach to policy placement. Through this process, we pursued a dual agenda of consolidation and diversification in our carrier relationships to balance those relationships and seek opportunities to gain client advantage through scale.

To navigate the ever-changing and complex insurance marketplace of 2022, our clients relied on our expert advice, creative solutions, and committed partnership. Consistent with the overall Risk Strategies approach, the PCS team focused on providing clients with relevant, insightful content, solutions for difficult-to-place risks, and timely access to claims advocates to manage large, often complex, claims. We partnered with our clients to keep them informed, improve their resilience, and minimize their exposure to potential areas of increased risk and vulnerabilities.

By focusing on helping clients navigate the complex insurance marketplace and instilling confidence amid ongoing uncertainty, Risk Strategies PCS is well-positioned to drive accelerated growth for the company. We are uniquely able to help both current and future clients better assess their priorities, anticipate tomorrow's concerns, and curate a personal insurance plan that instills confidence and grows along with their family and lifestyle.



Risk Strategies Private Client Services (PCS) works with highly successful individuals, families, and family offices to create personal insurance solutions that empower our clients to face a complex future with confidence.

Our Specialty Private Client Insurance Solutions Include:

- Primary & Secondary Homes
- Co-ops & Condos
- Luxury Vehicles & Collector Cars
- Collections: Fine Art, Jewelry, Wine, Antiques
- Personal Excess Liability
- Boats & Yachts
- Equine Liability & Mortality
- Private Aircraft & Aviation Risks
- Family Office
- Cyber Liability
- Kidnap, Ransom & Extortion
- Employment Practices Liability
- Domestic Workers' Compensation
- Primary & Excess Flood
- Life & Disability



CONSULTING SERVICES

In 2022, Risk Strategies Consulting was launched. This new national business unit incorporates expertise and offerings from key acquisitions of industry-leading consulting and actuarial firms that we have made over the past few years, including Corporate Benefit Audits, United Health Actuarial Service, Centric Actuarial Solutions, Cambridge Advisory Group, and Aquarius Capital Solutions.

Consulting was one of the company's fastest growing business segments in 2022. Data is the lens through which business in the 21st century is viewed, and Risk Strategies Consulting was built with advanced capabilities in data reporting and analytics. These capabilities ensure we can deliver prospective and retrospective data-driven actionable insights in key areas including complex, costly issues with benefits programs, cost drivers and key contributors to trends, and wellness and clinical program opportunities, among many others.

The Risk Strategies Consulting group operates independently from the company's brokerage business, ensuring full business separation of clients and autonomy of consulting work. A new Managing Director was brought on board to help integrate and form a cohesive team as well as streamline the client service delivery model.

By merging the collective specialty capabilities of these firms into a unified business, the company can more effectively support clients with an expert, holistic consulting experience. This business segment is able to address complex challenges with advanced, proprietary tools for forecasting and planning future success.

Practitioners in our consulting services group include experienced consultants, actuaries, data scientists, auditors, pharmacists, accountants, and other experts able to help clients more clearly understand the risks of their business and ways to minimize and manage them.

Services offered include:

- **Actuarial Services** in areas such as captive and self-funded programs, employee benefits, property and casualty, reinsurance, and stop-loss.
- **Consulting Services** with objective high-touch consulting and data analytics in areas such as health and welfare, mergers and acquisitions, pharmacy, and retirement benefits.
- **Healthcare Claim Audit Services** with expertise and experience in health claim adjudication and cost management. Services are provided in areas such as employer benefit and claims audits, stop-loss services, and reviews of plan documents, policies, and claims.

FINANCIAL & WEALTH SERVICES

We continue to invest in building out a platform to provide financial & wealth services to our clients through a combination of insurance and consulting products and services offered directly through the Risk Strategies platform and variable life, securities, and advisory products and services offered through our outside Investment Advisor and Broker-Dealer partners.¹ We saw material growth in the business segment this past year, and it's our intent to continue to build out our internal platform to provide a robust direct product and services offering to our clients that leverages and builds upon the expertise of our employees.

The protection of wealth and life assets is a critical, yet incredibly challenging, endeavor for our clients. With that in mind, we focus on providing each of our clients with expert guidance and access to financial & wealth products to help ensure their financial futures are protected from known and unknown risks. Today, that expertise is delivered by several business units within our financial & wealth segment that we have acquired over the years, including TSG Financial, Arkin Youngentob, and Standard Pension Services, as well as through new talent acquisitions into those business units and key partnerships with outside Investment Advisory and Broker-Dealer firms.

2022 also brought with it an investment in leadership for our Life Insurance practice. As part of our overall Financial & Wealth solutions group, our Life Insurance practice aligns its expertise, capabilities, and offerings to match client needs and overall practice group goals. Specifically, the practice is well positioned to help commercial clients operating in a tight labor market attract the leadership these organizations need through the development of creative, bespoke executive benefits packages to meet business objectives.

These high-income, affluent professionals also have complex needs in their private lives. With the tight integration of our Life Insurance practice with our financial & wealth services offerings, we're able to provide our clients and their executives with a seamless, holistic approach, and financial security for their families, all with an eye toward wealth planning, estate and income tax planning, and life insurance strategies.

By formalizing our capabilities in asset management, wealth, and retirement planning, we have positioned the company to serve the full lifecycle of commercial client employees and executives, as well as private client services clients.



Risk Strategies expertise and core offerings currently include a full suite of comprehensive business and individual financial and wealth services:²

Financial & Wealth Services

- Executive Benefit Strategies & Consulting
- Retirement Plan Design (Qualified & Non-Qualified Plans)
- Retirement Plan Administration Services
- Retirement Plan Compliance and Vendor Management
- Retirement Plan Investment Options Menu Selection
- Fee Benchmarking
- Plan Fiduciary or Co-Fiduciary Services
- Participant Communication & Education
- Advisory Services

Personal Financial & Wealth Services

- Private Client Life Insurance & Life Settlements
- Wealth Management Consulting
- Tax Planning
- Retirement Income Strategies
- Long-Term Disability
- Long-Term Care

We expect to continue to build upon our team of professionals and organizational structure to ensure that clients can turn to Risk Strategies for deep expertise and valuable insights in wealth, retirement, tax planning solutions, and total reward strategy.

¹ Certain individuals associated with Risk Strategies are registered to offer investment advisory services and securities with third-party investment advisers and/or broker-dealers that are not owned or controlled by or affiliated with Risk Strategies. Please ask our team members for more information about the investment advisory and securities brokerage firms performing these regulated services. For information on each of our listed Solution Experts' registration status, please view their individual website disclosures. Additional information about individuals registered with FINRA can be found on FINRA's BrokerCheck.

² Certain individuals associated with Risk Strategies are registered to offer investment advisory services and securities with third-party investment advisers and/or broker-dealers that are not owned or controlled by or affiliated with Risk Strategies.

INDUSTRY RECOGNITION



Advancing Our Brand. Promoting Our People.

Our commitment to being a trusted advisor to our clients is evidenced by the recognition we receive as a top broker in the industry. Our brand and industry voice has grown significantly, and in 2022, we reached more than 100 billion impressions through owned and earned media coverage and social media outreach.

2022 Awards & Recognition

Industry Ranking

- **Business Insurance:** 9th largest privately owned broker
- **Business Insurance:** 16th on the Top 100 Broker List
- **Business Insurance:** 6th largest Captives Manager
- **Business Journals:** Top broker ranking in several major regions including Boston (#5), Kansas City (#7), Philadelphia (#6), and Washington D.C. (#2)

Growth

- **Inc. 5000:** ranked as one of America's fastest growing private companies
- **Marshberry:** ranked 7th for M&A activity
- **Boston Business Journal Awards:** Fast 50, Middle Market Leader, and Dealmaker of the Year

Culture and Diversity

- **Business Insurance:** Best Places to Work in Insurance for past five years (2018-2022)
- **Business Insurance U.S. Insurance Awards:** Diversity & Inclusion Initiative of the Year (public sector practice)

LPGA Sponsorship

- **Brittany Altomare,** LPGA professional women's golfer, new brand ambassador

CEO Recognition

- **Insurance Business:** CEO John Mina Global 100 Report

People & Practice Expertise

- **Risk & Insurance Power Brokers:** 15 specialty brokers were recognized as top industry experts
- **Risk & Insurance Rising Stars:** Two specialty brokers were recognized as the next generation of insurance leaders
- **Insurance Business America:** 5-Star Broker Awards
- **Advisen:** Nominated for Cyber Brokers of the Year

BUSINESS INSURANCE.

#9 Largest Privately Owned Brokers
Risk Strategies Co.

2022

Inc.
5000

BUSINESS INSURANCE.

TOP 100
BROKERS OF U.S. BUSINESS
2022 #16 Risk Strategies



ONE80 INTERMEDIARIES

Launched just three years ago, One80 Intermediaries has grown to be one of the largest intermediaries in the United States. In 2022, *Business Insurance* ranked One80 as the 5th Largest MGA/Underwriting Manager/Lloyd's Coverholder, and 5th Largest Underwriting Manager in the country.

With over 1,800 employees and offices in 55 locations throughout the US and Canada, One80 offers diversified distribution channels and comprehensive insurance solutions including National Wholesale Brokerage, National Program Practice, Contract Binding, Affinity Practice, and One80 Specialty Practice. The firm was strategically designed to maintain an agile business model, delivering uncorrelated cash flows into the business that are not tied to any singular shift in the market cycle, and facilitating growth in an increasingly competitive environment. More specifically, One80 maintains 130 carrier relationships worldwide; and manages 105 distinct programs approaching \$1.1B of premium in Program business alone. Many of the programs have been in place for more than two decades and represent agreements with leading carriers throughout the US, Canada, and Asia. Additionally, One80 maintains 28 coverholder agreements with Lloyds — contributing to more than \$82M in premium. Key to One80's success in the past year has been One80's focus on talent development, innovative product development, and diversified distribution model.

[Meet Our Leaders](#)

Talent Development

We strive to be a destination workplace, one where we attract and retain top talent and ensure that working life at One80 is fulfilling and rewarding and employees can realize their potential. With that, we are continuously investing in our people, whether it be new talent acquisitions, internal promotions, or training and development programs.

We provide talent development opportunities through One80's Mentor Program, NextGen Leadership Forum, Women in Insurance Initiative, and Innovation Workshop. These programs were launched in the past year and support our culture of innovation and entrepreneurial spirit. At One80, we are committed to creating and sustaining an inclusive, productive, and rewarding culture.

Key Leadership Hires & Promotions



Lenika Milne
Chief Marketing
Officer



Rick Grimes
National Wholesale
Brokerage Practice
Leader



Laura Hoensch
Deputy General
Counsel



Barbara Ingraham
Director of
Integration



Meghan Leary
Head of Business
Development



Ashish Patel
Director of Finance



Jenny Svenson
Director of HR
Business Partners

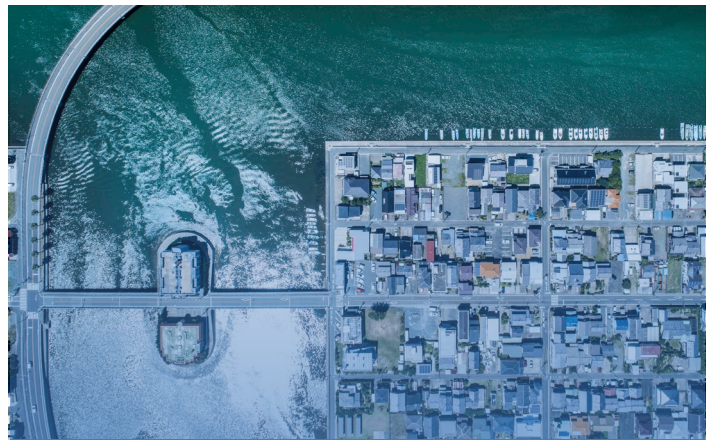
Innovative Product Development

Throughout 2022, One80's unparalleled industry expertise has allowed us to identify and address unmet needs in the marketplace. Examples include One80's Charter Vessel Liability Program and Noah Flood. The success of these innovative programs is underscored by their speed to market – made possible through One80's entrepreneurial culture and infrastructure efficiencies.



Charter Vessel Liability Program

This past year, we launched One80's Charter Vessel Liability Program in partnership with insurtech platform, vQuip. The program provides liability coverage for individual boat renters in all 50 states. Prior to this product launch, an individual renter of a boat had no means of securing liability protection for themselves as an operator of the vessel. The program was launched on December 16, 2022, solving a critical concern for rental boat liveries in Florida that were facing a deadline to comply with a new law that went into effect January 1, 2023. The law, SB606, cited as "Boating Safety Act of 2022," created a requirement for rental liveries to obtain liability insurance that covers the rental livery as well as the boat renter, which this product satisfies, enabling rental liveries to remain open and in compliance with the new law.



Noah Flood

Second, One80's Noah Flood program was launched in 2022 in response to the market's rapidly changing needs. While only one in ten homes throughout the United States has flood insurance coverage, floods are the country's most common and deadliest natural disaster. Since 2000, they have cost US taxpayers \$850B, two-thirds of the total cost of all natural disasters. With that, One80 developed a market-leading multi-carrier flood platform to keep US families safe with accessible and affordable flood coverage. The program provides multiple flood pricing options and an opportunity for retail agents to better support their customers. Noah Flood serves all 50 states and has quoted in 41 states including CA, TX, FL, NJ, and NY. To date, the number of agents using the platform has increased by 22% and submissions are up 32% year over year.



Industry Recognition

Business Achievements

- **2022 Business Insurance Rankings:** 5th Largest MGA/Underwriting Manager/ Lloyd's Coverholder
- **2022 Business Insurance Rankings:** 5th Largest Underwriting Manager
- **Insurance Business America 5-Star Technology Provider:** Noah Flood
- **The Insurer Individual MGA of the Year:** Cannasure, a subsidiary of One80 Intermediaries
- **The Insurer Innovation in Programs Award:** Covac Global in partnership with One80 Intermediaries
- **Insurance Business America 5-Star MGA:** Strategic Underwriting Managers, a subsidiary of One80 Intermediaries

Individual Achievements

- **Insurance Business America Industry Icon Award:** Matthew F. Power, President
- **Business Insurance 2022 Women to Watch Honoree:** Joy LaFrance, Chief Underwriting Officer
- **Insurance Business Magazine Elite Women 2022:** Lenika Milne, Chief Marketing Officer

Diversified Distribution Model

The affinity space continues to see accelerated activity throughout the United States. One80 identified the opportunity to leverage its leading operational structure and technology platform to effectively service this market segment, and was firmly established as a leading affinity business service provider in 2022. In the past 12 months, we made three strategic acquisitions including SelmanCo, National Insurance Agency of Simpsonville, and Health Agencies of the West. Together, these organizations have formed a strategic alliance that will allow us to best service new and existing clients, while providing the team with additional growth opportunities within an entrepreneurial and service-oriented culture.

Separately, One80 created a distribution strategy to serve the Asian American businesses throughout the United States. While only 4.9% of employees in the insurance industry are Asian Americans, this is the fastest growing population in the country. We addressed the lack of industry representation with the acquisition of C&M First on September 26, 2022. Led by industry veteran, Eric Cheng, C&M First is one of the largest Asian-owned insurance agencies in the country and offers commercial and personal lines insurance to Asian American retail brokers throughout the United States. The team is multi-cultural and multi-lingual, with fluency in nine different languages. C&M First benefits from One80's extensive distribution channels, far-reaching infrastructure, and innovative platforms, and has grown by 8% since joining One80.

About Us

One80 Intermediaries is a privately held insurance wholesale broker and program manager with offices in both the US and Canada. We offer market leading access to major insurance markets in the US, UK, Canada, and Asia, as well as exclusive programs and in-house binding authority for property & casualty, financial lines, personal lines, life insurance, medical stop loss risks, travel/accident and health, executive benefits, affinity business, and warranty coverage. One80 serves commercial companies, non-profits, public entities, associations, unions, and private individual risks, and has offices in 55 locations throughout the US and Canada.

National
Wholesale
Brokerage

National
Program
Practice

Contract
Binding
Practice

Affinity
Practice

One80
Specialty
Practice

55

Offices
throughout the
US and Canada

1,800

Employees
throughout the
US and Canada

105

In-house
Underwriting
Programs

130

Carrier Relationships
in the US, UK,
Canada, and Asia

M&A HIGHLIGHTS

Our ability to make acquisitions continues to be a powerful tool in our mission to build an independent, specialty-focused broker. We look to partner with companies that bring expertise to new industry verticals or broaden the suite of products and services that we can offer to clients. This has become a potent accelerant to the success of Risk Strategies. Sharing the same vision and values enables us to build something great together.

Despite experiencing significant macroeconomic disruption during the year, 2022 was another banner year in our history from an M&A perspective. Leveraging our highly analytical underwriting process and our practical approach to M&A execution, our Risk Strategies retail division and One80 wholesale division collectively added 29 new firms, more than 1,100 employees, and \$158M in revenue.

We strengthened our specialty expertise in a number of key areas:

Risk Strategies

- Bonds
- Real Estate & Condominium Associations
- Private Client Services
- Education Student Health
- Financial Services

One80 Intermediaries

- Asian-Owned Businesses
- Emergency Medical Services
- Furniture & Jewelry Warranty
- Commercial Marine

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“From markets to product and industry expertise, Risk Strategies has so much to offer. We made the right decision for our business and especially our people.”

John Joyce, Vice President
Joyce Insurance Group

An Active M&A Year

This year, Risk Strategies landed at 7th on the list of the most active acquiring brokers according to MarshBerry’s M&A Market Update, as of January 20, 2023. This was a significant rise in the rankings as we moved up from number 13 in 2021. Our rise on this list is a result of our continued focus on creating a top-quality brokerage firm that is not only a preferred destination for acquisition targets, but also a well-recognized brand within the marketplace.

Despite underwriting a record number of deals in 2022, we maintained a disciplined approach to M&A with our bid rate remaining close to our historical rate. Additionally in 2022, we achieved our highest-ever win rate on targets where we submitted an acquisition bid, illustrating our market position as a preferred destination. Among our most significant acquisitions

completed during the year were SelmanCo, which brings a deeper investment into the affinity market for our One80 business segment, and Parady Financial Group, our first significant investment in the financial advisory and retirement segment for Risk Strategies.

Our M&A strategy benefits by having Kelso Private Equity, one of the oldest and most established private equity firms and a leading investor in the

insurance sector, hold a majority stake in our company. This private equity backing enables us to accelerate our strategic M&A activities, while also offering a flexible and dynamic financial partner.

Onboarding and integration are integral steps towards becoming a member of the Risk Strategies family. We follow an intentional integration process to ensure companies joining us receive the operational support and services to become successfully engrained in the organization.

29 New Acquisitions in 2022

Risk Strategies

- Advisor Brokerage Services
- Aquarius Capital Solutions Group
- Beattie & Associates
- Bonds, Inc.
- Dickstein Associates
- George V Bullen Group
- ICCF, The Insurance Center of Central Florida
- Ladmar Group
- Parady Financial Group
- Relations Education Solutions
- Sebastian Insurance Group
- Standard Pension Services
- Statewide Condominium Insurance
- Stephens Insurance
- Tanenbaum-Harber of Florida
- Wallace Specialty Insurance Group
- Worldwide Assurance

One80 Intermediaries

- 1800MD
- Agentic Insurance
- AIM – Anders, Ireland & Marshall
- Comprehensive Planning-Goodman
- C&M First Services
- Health Agencies of the West
- instaCOVER
- Montage Insurance Solutions
- National Insurance Agency of Simpsonville
- Seacoast Insurance
- SelmanCo
- Volunteer Firemen’s Insurance Services (VFIS)



SUPERIOR CLIENT VALUE

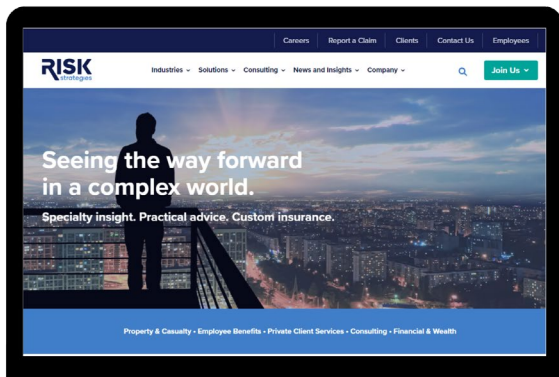
When it comes to taking care of our clients' risks, we are a different kind of insurance brokerage.

We were founded on the principle of being a client-centric company, by delivering a superior client experience through a strategic, holistic, and specialist approach. Our specialists help build business and individual resilience, by acting to fully understand and manage our clients' risk profiles.

As risk continues to change and expand with the world around us, helping our clients protect the things that matter most to them is more important than ever. Our client value stems from tapping into the resources and collaborative culture that have always set us apart. Caring for our clients is fundamental to everything we do and is the foundation for how we help our clients face the future with confidence.

Client Experience & Innovation

Throughout 2022, we made strides in elevating the client experience through a number of technology investments and innovations.



Digital Marketing

We launched a new company website (www.risk-strategies.com) to provide specialty insights, practical advice, and valuable information for businesses and individuals seeking property & casualty insurance, employee benefits, private client services, consulting, and financial & wealth services. The website highlights our full scope of solutions and service offerings, while providing the latest digital user experience for clients, prospects, potential M&A partners, and attracting new talent.

We designed the website for the buyer-centric digital world, where buyers expect to engage in digital channels to learn and easily explore solutions online. Every page also includes a “let’s talk” button for easy access to our industry and product line specialists.

In addition, new digital marketing programs have expanded our ability to connect with our clients who are seeking insights and knowledge about our product and service offerings. We sent over one million emails to our valued clients in 2022 to ensure that they had the latest information on employee benefits regulatory and compliance updates, thought leadership, blogs, and other operational considerations.

Risk Management Services for Clients

Environmental, Social, and Corporate Governance (ESG), Cyber Liability, and climate changes are forcing many businesses to rethink their risk management strategies. Our unique, integrated risk management approach and use of data analytics has proven to be highly valuable to clients and core to Risk Strategies competitive differentiation.

We offer a holistic risk management model that integrates loss control, claims management, and data analytics strategically for our clients. The power of insurance data-driven analytics allows clients to make more informed risk management decisions and improve business performance and resiliency. We use an integrated approach of loss data, financial, and property analytical information to measure, quantify, and predict loss outcomes and glean insight into emerging risks.

In 2022 we advanced our capabilities to build powerful dashboards and comprehensive property CAT modeling studies. We also invested in our risk management team to continue to grow our deep bench of industry and technical experts. Additionally, we expanded risk management offerings, traditionally only available to large clients, into the mid-market space, and offer comprehensive risk management programs around insurance placement, claims management, and loss prevention. As we plan for the future we will continue to provide the technical expertise, deep analytics and consultative approach we believe clients need in a world where risks and uncertainty continue to grow.

Building for the Future in Education

Our National Student Health practice completed its second annual Student Health Plan Benchmarking Survey which was sent to more than 1,000 colleges and universities across the country, and garnered a 58% increase in the response rate from the initial survey. As the industry leader, this provided clients with critical insights and industry benchmarking of their student health programs.

The Education practice is innovating the student health industry with Care26, a digital health insurance platform for students and schools. Care26 was created with a mobile-first mindset to provide students with the flexibility and technology to enroll in student health insurance programs.

Technology & Innovation

We advanced a number of additional initiatives to benefit our clients and colleagues.

- Our technology team, along with emerging leaders, built a custom, integrated application to connect internal subject matter experts across the company. The new powerful app, **Switchboard**, was launched in 2022 and allows employees to find and quickly connect with practice and product line resources, leveraging the full power and value of our specialty expertise for clients.
- **Fusion** is a custom brokerage platform that we developed for our One80 Intermediaries business to provide infrastructure support, particularly for employees in sales and service to support their clients.
- **Risk Strategies Select** was launched as a specialty practice dedicated to the needs of commercial small business clients. This is an important segment with unique needs and products. As part of our launch of Select, we surveyed over 1,000 clients, and reimagined the client experience to create a service team focused on their distinctive needs.

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“If you truly have the client’s best interest at heart, you’ll give them everything we have.”

Mike Christian
Chairman & Founder

PEOPLE & TALENT

We have always believed that our strength stems from being a different kind of broker. From a people and talent perspective, this means being dedicated to creating a destination workplace that is fulfilling and rewarding for our employees, and it is the foundation for our success.

Our goal is to create a community where every employee feels supported and has an opportunity to learn, grow, and develop skills and behaviors that are necessary to advance the business and culture of our organization. We take pride in maintaining our core values and empowering employees to deliver specialty expertise through collaboration and communication.

The entrepreneurial spirit of Risk Strategies offers employees the opportunity to not only have a meaningful professional career but also a voice that shapes our company's success.

In 2022, we focused on scaling and growing our talent and expertise for today and tomorrow. Our goal was to build our people infrastructure for intentional integration, recruiting top talent, developing the next generation of leaders, and investing in a broader regional structure that scales with the growing needs of our markets, clients, and employees. This focus on scaling our organization has empowered us to add over 1,900 new employees to the Risk Strategies family.

Evolving Expertise in Concert with Clients' Needs

As our biggest asset, our employees are the keys to our success. They empower us to deliver specialty expertise to our clients through a culture of collaboration, communication, and genuine care.

To aid in our organic growth efforts, we continued to build on our distributed leadership model in 2022. Five new growth leaders were hired across property and casualty, employee benefits, and private client services to advance our recruiting efforts and to help us take our sales process to the next level. These growth leaders also help our associates to find and access resources more quickly and ensure a consistent and superior client experience.

Key Leadership Hires & Promotions

Our specialty expertise not only applies to our clients' experience but also to our employees' experience. We continued to invest in strategic leadership in 2022 to scale and grow our business segments as well as the support provided to employees through human resources, including learning and development.

Emerging Leaders Program

As part of our commitment to invest in the next generation of leaders, we launched our Emerging Leaders program in 2021. The program offers a collaborative environment where our emerging leaders strengthen their leadership skills through team building, mentorship, and interactive real-world problem solving.

At the end of the program, participants gained insight into who they are as individuals, the mindset required to lead, and the skills needed to

work as part of a leadership team to drive growth. After tremendous regional interest in the first year, we expanded the program nationally in 2022 with 34 talented employees completing the nine-month curriculum. Of note and in keeping with our culture of giving back is the fact that all of the instruction and mentoring came from existing leaders, who supported the emerging leaders class throughout the program.

Key Leadership Hires & Promotions

Corporate



Amanda Mullan
Chief Human Resources Officer



Kimberly Fletcher
Senior Director, Benefits & Retirement



Stacy Johnson
Director of Talent and Organizational Development

Region



Josh Conklin
Atlantic



Eric Massi
West



Rob Nesselt
Atlantic



Patrick Roth
Central & West



Steve Trimarchi
New England

Practice



Margaret Bussiere
Fine Art Practice Leader



Tim deRosa
COO, Private Client Services



Matthew Friedson
National Life Insurance Practice Leader



J.C. Fulse
Private Client Services Leader, Atlantic



Charlie Graham
Private Client Services Leader, New England



Doran Lamond
Commercial Lines Leader, New England



Ali Rana
Managing Director, Education Practice, Student Health & Wellness

PEOPLE & TALENT

Internship Program

Since 2018, Risk Strategies has supported an Internship Program that provides students with meaningful business experience, promotes careers in the insurance industry, and supports Risk Strategies business needs. Interns learn about our business, challenges, and resources while expanding their professional network and industry knowledge.

Our formal summer program has invested in our own company's future while providing valuable hands-on experience to college students considering an exciting and rewarding career in insurance. A core objective of our robust intern program is to drive talent to a fulfilling career path in insurance and risk management.

In 2022, for the fifth year in a row, a new group of summer interns joined our teams throughout the country to learn and support our business goals in analytics, captives, claims, commercial lines, employee benefits, finance, healthcare, legal, management liability, marketing, mergers and acquisitions, portfolio management, private equity, and real estate. Each intern made an impactful contribution to our business, and we hired one-third of last year's intern cohorts to continue their careers with us.

Power Brokers

The expertise of our people is fundamental to our competitive differentiation as a specialist broker. We were pleased to see so many of our employees recognized in 2022 as industry Power Brokers.



Power Broker Finalists & Winners

- Cathy Brunetto, Entertainment
- Gabriela Client, Private Equity / M&A
- Abigail Flaherty, Entertainment
- Terry Lyons, Education
- Justin Nordio, Private Client
- Danielle Pangburn, Private Client
- Mary Pontillo, Fine Art
- John Shaw, Employee Benefits
- Richard Skorupski, Nonprofit & Human Services
- Adam Wax, Employee Benefits
- Emily Weiss Schaffer, Fine Art
- Irene Weiss, Private Equity / M&A
- Regina Wintz, Healthcare
- Chris Wise, Fine Art
- Nicola Young, Employee Benefits

Enhanced Employee Communications

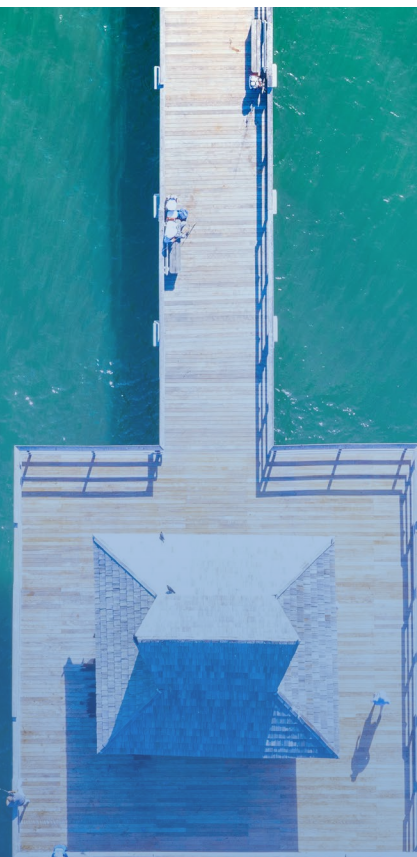
Communication and collaboration are fundamental to our success. With a fast-growing and ever-changing company, it is important for us to enhance our employee communications. In 2022, we were excited to host face-to-face meetings in many cities and bring our employees together again. Employee engagement was further enabled through ongoing timely communications, quarterly town halls, open dialogue with Coffee With John (our CEO) sessions and other forums, as well as innovative communications platforms to scale our reach and effectiveness.

Best Places to Work

2022 marked the fifth year in a row that we were named a Best Place to Work in Insurance by *Business Insurance*. This award recognizes employers for their outstanding performance in establishing workplaces where employees can thrive, experience meaningful career growth, and help their companies grow. Being chosen for this honor since 2018 confirms that our continued efforts to build and maintain a people-centric destination culture with an entrepreneurial spirit is not only working, but a place where our employees can realize their full potential.



AWARD WINNERS — 2018 | 2019 | 2020 | 2021 | 2022



ENVIRONMENTAL, SOCIAL & GOVERNANCE

We believe in being good stewards for our company, culture, and communities by having a strong focus on Environmental, Social, and Governance issues. Our ethics and moral compass, along with our core values, allow us to create an inclusive, productive, and rewarding culture where each employee can thrive and collectively realize our individual and company potential.

Our commitment to sustainability starts with the environmental benefits of a workforce that is largely remote. This not only provides significant flexibility for employees, but we continue to see benefits to morale, wellness, and employee retention, as well as the positive impact we believe we are making on our environment. At the same time, we continue to execute our five-year plan to reduce our real estate footprint, and the ensuing benefits from reducing carbon footprint, emissions and even the use of paper and plastics.

In 2022, we introduced the theme of conservation to our employees and other businesses. This was inspired by CEO John Mina as he raised awareness for conservation initiatives and publicly shared, through blogs and media interviews, a challenge to other businesses to become involved. His passion to conserve our planet and find sustainable solutions encouraged employees and business leaders to also find meaningful ways to make a difference.



Social

Diversity, Equity & Inclusion

We have a strong commitment to workplace integrity, equality, and providing an amazing experience to all employees. Diversity, Equity, and Inclusion (DE&I) is a big part of that. Every member of the company has a responsibility to create and sustain an inclusive, productive, and rewarding culture where we focus on collaboration, respect, and diversity of perspectives.

2022 marked the second full year of our formal DE&I program. We made significant progress in the following areas:

- Launched five **Employee Resource Groups** to bring employees together around common interests, shared characteristics, and experiences.
- Diversity, Inclusion, and Belonging **Training** for every employee to gain greater awareness of their behaviors and potential impacts.
- Hosted monthly **BeHEARD regional events** and communications on a variety of topics including Women's History, Pride, and Mental Health, to name a few.
- Introduced optional **pronoun-based email signatures** for all employees to adopt as they see fit.
- **Sponsored DE&I initiatives** while engaging with others in our industry to further advance and promote the importance of DE&I.



ENVIRONMENTAL, SOCIAL & GOVERNANCE

Risk Strategies Foundation

Employee-Inspired Support


A hallmark of our culture and core values is giving back to the communities where we live and work. In 2022, we raised more than \$850K for charitable causes nationwide.

We accomplish this through employee-inspired community support. Our employees have the best view of what is needed in their local communities and how the Foundation can make an impact. As a result, our community programs are inspired and advocated by our employees.

In 2022, many wonderful community programs took place including major programs that have made a long-term, lasting impact:

- Employees in our Marine practice, Gowrie Group, have supported the Shoreline Soup Kitchens & Pantries for the past 19 years raising more than \$2.6M in total, and \$300K in 2022.
- Oxford Captives employees have supported the Casey Cares Foundation, a nonprofit organization dedicated to providing programs and lasting memories for critically ill children and their families. They have supported Casey Cares for the past 19 years and raised more than \$300K in 2022.
- The Risk Strategies Foundation Golf Tournament continued for the third year in a row, with over 115 golfers and 30 sponsors that raised over \$75,000.
- When Hurricane Ian struck in September, the Foundation quickly introduced a matching program for employee donations made to nonprofits providing direct relief to those impacted by the hurricane's devastation. Almost \$20,000 was donated to support the people and communities affected.

We thank all employees and partners who contributed and helped fund our philanthropic activities.



Raised over
\$850K
for charitable causes.

Governance

We believe that good governance allows us to perpetuate the Risk Strategies culture in all that we pursue. Our governance structures are reflective of the company's commitment to building trusting, long-term relationships with our clients, employees, and investors.

The Board of Directors of the company manages and directs the strategy and overall affairs of the business, including corporate performance, the integrity and effectiveness of the company's financial controls and legal, compliance, and enterprise risk management programs.

In the ever-changing cybersecurity environment, the Board also maintains a heightened focus on continually investing in the company's cybersecurity program, which focuses on systematically managing risk, implementing safeguards throughout our infrastructure, and continually educating our employees and clients across different cybersecurity risk areas.

While the Board maintains the company's commitment to good governance principles at the highest level, the company also deploys these principles through more ground-level governance structures, namely through an executive committee led by our CEO and comprised of key business and corporate functional leaders who come together

regularly each year to review and assess key areas of company performance and the initiatives that impact both our clients and our employees.

At the field level, we deploy and reinforce the same principles of good governance and responsible conduct with each of our employees. The company's employee handbook and accompanying code of conduct communicate, and our employees exemplify, the tenants of ethics and integrity that are core to our culture and are reinforced throughout each employee's tenure with Risk Strategies by the company's leadership. We ensure all of our employees remain closely connected to that culture not only at the field level but also at the most senior levels of leadership by way of monthly national sales calls and quarterly town halls where C-suite leaders review the company's performance and discuss key initiatives and issues impacting our business and people.

As our organization continues to grow, our commitment to these principles of good governance will continue to grow.

“Our governance structures are reflective of the company's commitment to building trusting, long-term relationships with our clients, employees, and investors.”

25TH ANNIVERSARY

Proud of our Past. Excited about our Future.

2022 was a special year in Risk Strategies history. We celebrated our 25th anniversary on July 28, an important milestone that reflects our growth into a billion-dollar company, while maintaining the collaborative, entrepreneurial spirit on which we were founded.

We have been a different kind of insurance broker since day one.

We always believed that an insurance brokerage could be more – a trusted risk management advisor and partner where a focus on employee and client needs would create value and success. This mission was grounded in some critical principles:

- Offering an intense client service focus
- Dedication to the best risk management and risk financing solutions for clients
- A culture focused on collaboration, communication, and mutual respect

We also developed a specialist approach to risk, which created a meaningful value proposition for clients and employees. Today, our specialist lens continues to drive our mission and guide our success.

This milestone year was filled with opportunities for reflection, building connections, and celebrations. We hosted a special Fireside Chat with Mike Christian, Chairman & Founder, and John Mina, CEO, to reflect on our early days and the incredible growth of the organization. We also launched a Face2Face roadshow to connect in person and celebrate all that we have achieved together.

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“I started the firm with a handful of talented folks and a belief that specialty expertise focused on understanding and solving the client’s business problems would lead to success. It’s worked beyond my wildest dreams, and the team is doing a fantastic job scaling that vision into new markets and new challenges.”

Mike Christian
Chairman & Founder





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“Risk Strategies was built on the premise that specialty expertise and insight matters, and that focusing on employee talent and client need could create real value and long-term success. Our success over 25 years is a testament to that founding vision and the innovative, passionate, collaborative, and client focused employees who work diligently every day to deliver a superior client experience.”

John Mina
CEO

RISK strategies

This Annual Report contains general information about Risk Strategies Company, One80 Intermediaries Inc. and their respective subsidiaries undertakings from time to time (together “Risk Strategies” or the “Company”) and is intended for informational purposes only.

The information contained in this Annual Report is not an offer to sell or a solicitation of an offer to purchase interests in Risk Strategies, nor is it intended to provide, and should not be relied on for, investment, tax, legal or financial advice. The content of this Annual Report is a summary only, is not complete, and does not include all material information about Risk Strategies.

Certain information set forth in this Annual Report, including management’s assessment of the Company’s future plans and operations, contains forward-looking statements which are based on the Company’s current internal expectations, estimates, projections, assumptions and beliefs, and which may prove to be incorrect. Some of the forward-looking statements may be identified by words such as “anticipate,” “believe,” “plan,” “estimate,” “expect,” “predict,” “intend,” “will,” “may,” “could,” “would,” “should,” and similar expressions intended to identify forward-looking statements. These statements are not guarantees of future performance and undue reliance should not be placed on them. Any such reliance placed on this Annual Report is done entirely at the risk of the person placing such reliance.

The forward-looking statements contained in this Annual Report necessarily involve known and unknown risks and uncertainties, which may cause the Company’s actual performance and financial results in future periods to differ materially from any projections of future performance or results expressed or implied by such forward-looking statements. The forward-looking statements are made as of the date hereof and the Company assumes no obligation to update or revise such statements to reflect new events or circumstances unless otherwise required to by applicable securities laws.

To the maximum extent permitted by applicable law and regulation, Risk Strategies disclaims all representations, warranties, conditions and guarantees, whether express, implied, statutory or of other kind, nor does it accept any duty to any person, in connection with this Annual Report. Without limiting the foregoing, Risk Strategies does not warrant or represent that the information or opinions contained in this Annual Report is accurate or complete. To the maximum extent permitted by applicable law and regulation, Risk Strategies shall not be liable for any loss, damage or expense whatsoever, whether direct or indirect, howsoever arising, whether in contract, tort (including negligence), strict liability or otherwise, for direct, indirect, incidental, consequential, punitive or special damages arising out of or in connection with this Annual Report, including (without limitation) any course of action taken on the basis of the same.

RiskStrategies.com