
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported) March 31, 2026

American Integrity Insurance Group, Inc.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-42634
(Commission
File Number)

33-2925846
(IRS Employer
Identification No.)

3000 Bayport Drive, Suite 500
Tampa, Florida
(Address of principal executive offices)

33607
(Zip Code)

Registrant's telephone number, including area code: (813) 880-7000

5426 Bay Center Drive, Suite 600
Tampa, Florida 33609
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.001 par value	AII	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Resignation of Chief Financial Officer

On March 31, 2026, Ben Lurie, the Chief Financial Officer of American Integrity Insurance Group, Inc. (the “Company”), delivered notice to the Board of Directors of the Company (the “Board”) of his voluntary resignation, effective as of April 6, 2026 (the “Transition Date”), from all officer, director and manager positions with the Company and its subsidiaries, as applicable, with the exception of maintaining his titles and positions as a member of the board of directors of the Company’s insurance subsidiary, American Integrity Insurance Company (“AIIC”), and as a co-chair of the investment committee of the board of directors of AIIC. Following his resignation, Mr. Lurie will transition to a consulting role with the Company (as further described below) and return to his role as chief financial officer of Sowell & Co., the founding investor of the Company.

Appointment of New Chief Financial Officer

On April 3, 2026, the Board appointed Brian Foley to serve as Chief Financial Officer of the Company, effective immediately following Mr. Lurie’s resignation on the Transition Date. In such capacity, Mr. Foley will serve as the Company’s principal financial officer.

Mr. Foley, 35, served for more than 10 years at Keefe, Bruyette & Woods, Inc. in a variety of roles where he was responsible for public and private capital raising, mergers and acquisitions, and other investment banking services for the insurance and financial services industry, including serving as a director from March 2024 to April 2026 and a vice president from March 2021 to March 2024. Mr. Foley also served as an associate and analyst for Balyasny Asset Management L.P. from July 2019 to March 2021 where he invested in public equity securities of property and casualty insurance companies. From March 2014 to July 2019, Mr. Foley served as an analyst and associate at Keefe, Bruyette & Woods, Inc. working on the same types of assignments with insurance clients as his most recent stint with the company. Mr. Foley also served as an associate at PwC in its assurance practice from September 2012 to March 2014. Mr. Foley has a Bachelor of Science in Accounting and Finance from the University of Delaware.

Other than the Foley Employment Agreement (as defined below), there are no arrangements or understandings between Mr. Foley and any other person pursuant to which Mr. Foley was named Chief Financial Officer of the Company. Mr. Foley does not have any family relationship with any of the Company’s directors or executive officers or any persons nominated or chosen by the Company to become a director or executive officer. Mr. Foley does not have any direct or indirect material interest in any transaction or proposed transaction required to be reported under Item 404(a) of Regulation S-K.

Chief Financial Officer Employment Agreement

In connection with Mr. Foley’s appointment as Chief Financial Officer, the Company and Mr. Foley entered into an employment agreement, dated April 6, 2026 (the “Foley Employment Agreement”), effective as of the Transition Date, pursuant to which Mr. Foley will serve as the Chief Financial Officer of the Company for an initial three-year term with automatic successive one-year renewal terms, unless earlier terminated in accordance with the terms of the Foley Employment Agreement.

The Foley Employment Agreement provides that Mr. Foley’s annual base salary will be \$600,000, which will be reviewed on an annual basis. Further, Mr. Foley will be eligible to receive (i) an annual cash bonus of up to \$400,000 based on annual performance metrics to be established by the compensation committee of the Board (the “Compensation Committee”), (ii) annual long-term equity awards pursuant to the American Integrity Insurance Group, Inc. 2025 Long-Term Incentive Plan (the “LTIP”) on such terms and conditions as the Board or the Compensation Committee shall determine in their sole discretion, (iii) customary benefits provided by the Company to senior executives and (iv) reimbursement for reasonable business expenses.

On the Transition Date and pursuant to the Foley Employment Agreement, Mr. Foley was granted his annual long-term equity award for the 2026 calendar year with a target grant date fair value of \$250,000, which consisted of time-based restricted stock units (the “Foley RSUs”) and performance-based restricted stock units (the “Foley PSUs,” and, together with the Foley RSUs, the “Foley Awards”). The Foley RSUs vest, if at all, in equal installments on each of the first three anniversaries of the date of grant, and the Foley PSUs vest, if at all, over a three-year performance period with one-third of the Foley PSUs allocated to each performance year. The Foley PSUs are subject to the same performance criteria and

thresholds as the Compensation Committee previously set for the Company's executive officers for the 2026 performance period. The Foley Awards were granted pursuant to the LTIP and the Company's standard form of award agreements.

In connection with Mr. Foley's appointment, the Company agreed to pay Mr. Foley a sign-on bonus in a lump sum cash payment of \$120,000, which is payable on the first payroll date following the Transition Date.

Pursuant to the Foley Employment Agreement, if Mr. Foley is terminated by the Company without "Cause" or by Mr. Foley for "Good Reason" (each, as defined in the Foley Employment Agreement), Mr. Foley will be entitled to receive: (i) an amount equal to the sum of (x) 12 months of his base salary as of immediately prior to such termination of employment and (y) his target annual bonus for the year of termination, payable in equal installments over the 12-month period following the termination date, (ii) a lump sum payment equal to 12 months of the cost of Mr. Foley's and his eligible dependents' Consolidated Omnibus Budget Reconciliation Act continuation coverage premiums for the coverage level in effect immediately prior to such termination and (iii) the annual bonus paid to Mr. Foley for the calendar year immediately preceding the calendar year of such termination, to the extent unpaid prior to such termination of employment and to be paid at the same time as if no such termination of employment had occurred; provided, that Mr. Foley timely executes and does not revoke a general release of claims in favor of the Company.

In the event Mr. Foley's employment is terminated due to his death or disability (as defined in the Foley Employment Agreement), Mr. Foley (or his estate) will be entitled to receive (i) the Accrued Obligations (as defined in the Foley Employment Agreement), (ii) the annual bonus payable with respect to the calendar year immediately preceding the calendar year in which such termination occurs, to the extent unpaid and (iii) accelerated vesting and settlement of all equity and equity-based awards (with any performance-based awards settled at the target level of performance, unless a higher level of performance has been certified by the Compensation Committee prior to such termination, in which case settlement shall occur at such higher level of achievement).

The Foley Employment Agreement also contains customary provisions relating to, among other things, confidentiality, non-competition, non-solicitation, non-disparagement and work product assignment.

The foregoing description of the Foley Employment Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Foley Employment Agreement, a copy of which is filed as Exhibit 10.1 to this Current Report on Form 8-K (this "Current Report").

Consulting Agreement

In connection with Mr. Lurie's transition to a consulting role with the Company, the Company and Mr. Lurie entered into a General Release and Consulting Agreement, effective April 6, 2026 (the "Lurie Consulting Agreement"), with the consulting period commencing on the Transition Date. Pursuant to the Lurie Consulting Agreement, from the Transition Date to April 6, 2027 or its earlier termination (the "Consulting Period"), Mr. Lurie will (i) provide general consulting services to the Company, including strategic and operational guidance as reasonably requested by the Board and the Chief Executive Officer of the Company, (ii) assist in onboarding Mr. Foley, including assisting with transitioning responsibilities, providing institutional knowledge and assisting in maintaining key relationships to Mr. Foley in a manner consistent with the Company's business objectives and (iii) perform any other consulting or transition-related services reasonably requested by the Board or Chief Executive Officer of the Company (the "Consulting Services").

In exchange for providing the Consulting Services, Mr. Lurie will receive an annual consulting fee of \$300,000, to be paid to Mr. Lurie in equal monthly installments of \$25,000 in arrears during the Consulting Period. Pursuant to the Lurie Consulting Agreement, Mr. Lurie also will receive a one-time initial public offering success bonus of \$800,000 in cash, payable in a single lump sum through the Company's regular payroll process; provided, that Mr. Lurie timely executes and does not revoke a general release of claims in favor of the Company.

Pursuant to the Lurie Consulting Agreement, all of Mr. Lurie's 6,682 unvested time-based restricted stock units (the "Lurie RSUs") and 12,665 unvested performance-based restricted stock units (the "Lurie PSUs") will remain outstanding and eligible to vest through the end of the Consulting Period, and at the end of the Consulting Period, all of such (i) unvested Lurie RSUs that remain outstanding will accelerate and vest in full and (ii) unvested Lurie PSUs will remain outstanding and eligible to vest at the end of the applicable performance period set forth in the applicable award agreement, in each case subject to the terms and conditions of the applicable award agreement.

The Lurie Consulting Agreement provides that the confidentiality, non-competition, non-solicitation, non-disparagement, and work product restrictive covenants from Mr. Lurie's existing employment agreement with the Company will continue and survive the termination of Mr. Lurie's employment agreement.

The foregoing description of the Lurie Consulting Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Lurie Consulting Agreement, a copy of which is filed as Exhibit 10.2 to this Current Report.

Item 7.01 Regulation FD Disclosure.

On April 6, 2026, the Company issued a press release announcing Mr. Foley’s appointment as Chief Financial Officer of the Company. A copy of the press release is attached hereto as Exhibit 99.1 and is incorporated by reference herein.

The information in Item 7.01 of this Current Report, including Exhibit 99.1, is being furnished and shall not be deemed “filed” for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities under that section. Further, the information in Item 7.01 of this Current Report, including Exhibit 99.1, shall not be deemed to be incorporated by reference into the filings of the Company under the Securities Act of 1933, as amended, or the Exchange Act, whether made before or after the date hereof and regardless of any general incorporation language in such filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description
10.1*	Employment Agreement, dated April 6, 2026, by and between the Company and Brian Foley.
10.2	General Release and Consulting Agreement, dated April 6, 2026, by and between the Company and Ben Lurie.
99.1	Press Release, issued April 6, 2026 (furnished pursuant to Item 7.01).
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

* Certain exhibits and schedules to this agreement have been omitted in accordance with Item 601(a)(5) of Regulation S-K. American Integrity Insurance Group, Inc. agrees to furnish a copy of all omitted exhibits and schedules to the Securities and Exchange Commission or its staff upon request.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

AMERICAN INTEGRITY INSURANCE GROUP, INC.

Date: April 6, 2026

By: /s/ Robert Ritchie

Name: Robert Ritchie

Title: Chief Executive Officer

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (this “*Agreement*”) is entered into by and between Brian Foley (“*Executive*”) and American Integrity Insurance Group, Inc., a Delaware corporation (the “*Company*”), and is effective as of April 6, 2026 (the “*Effective Date*”). The Company and Executive shall be referred to herein as the “*Parties*.”

RECITALS

WHEREAS, the Company desires to employ Executive as the Company’s Chief Financial Officer (“*CFO*”) and Executive desires to serve the Company in such capacity;

WHEREAS, the Company and Executive desire to set forth in writing the terms and conditions of their agreement and understandings with respect to Executive’s employment by the Company; and

WHEREAS, the Company hereby employs Executive, and Executive hereby accepts employment with the Company for the period and upon the terms and conditions contained in this Agreement.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, and intending to be legally bound, the Parties hereby agree as follows:

ARTICLE I.

SERVICES TO BE PROVIDED BY EXECUTIVE

A. **Position and Responsibilities**. During the Term (defined below), the Company shall employ Executive as CFO. Executive shall report directly to the Company’s President. Executive shall also have such other duties and responsibilities that are commensurate with his position as specifically delegated to him from time to time by the CEO and the Board.

B. **Performance**. During the Term, Executive shall devote on a full-time basis substantially all of Executive’s business time to the performance of Executive’s duties hereunder in a manner that will faithfully and diligently further the business and interests of the Company and its direct and indirect subsidiaries, including American Integrity Insurance Group, LLC (the “*Company Group*”), and shall exercise reasonable best efforts to perform Executive’s duties in a diligent, trustworthy, good faith and business-like manner, all for the purpose of advancing the business of the Company Group. During the Term, Executive shall act in a manner consistent with Executive’s position. During the Term, without the prior written consent of the Board, Executive (i) shall not be employed with any other entity, (ii) shall not serve as a member of any board of directors or similar governing body of any Person other than a member of the Company Group or (iii) shall not serve as a trustee of, or in any other similar capacity with, any present or future agency or organization, except in each case of clauses (i)-(iii), that without the consent of the Board, Executive may (a) engage in such civic, religious, trade or industry group activities as Executive determines (and may hold board, trustee and similar positions in connection with the foregoing) and (b) Executive may serve on the board of directors or similar governing bodies for up to two non-competitive companies, provided that such activities described in the foregoing clauses (a) and (b) do not materially interfere with Executive’s duties to the Company Group (whether individually or in the aggregate), create a conflict of interest or otherwise violate the terms of this Agreement.

C. **Compliance.** During the Term, Executive shall act in accordance with high business and ethical standards. During the Term, Executive shall comply with the written policies, codes of conduct, codes of ethics and written manuals of the Company Group (collectively, the “*Policies*”), in each case, which are applicable to Executive and which shall be provided in writing to Executive from time to time.

D. **Representations.** Executive represents and warrants to the Company Group that Executive (i) is not violating and will not violate any contractual, legal, or fiduciary obligations or burdens to which Executive is subject by entering into this Agreement or by providing services for the Company Group; (ii) is under no contractual, legal, or fiduciary obligation or burden that will interfere with Executive’s ability to perform services for the Company Group; (iii) is not bound by the terms of any agreement with any previous employer or other party to refrain from competing, directly or indirectly, with the business of such previous employer or any other party; and (iv) has no previous convictions under any law, disputes with regulatory agencies, or other similar circumstances, in any case, that would reasonably be expected to have a material adverse effect on the Company Group. Executive shall not disclose in an unauthorized manner to the Company Group or induce the Company Group to use in an unauthorized manner any confidential or proprietary information or material belonging to any previous employer or others.

ARTICLE II. COMPENSATION FOR SERVICES

As compensation for all services Executive will perform for the Company Group during the Term, the Company will pay Executive, and Executive shall accept as full compensation, the following:

A. **Compensation.** Executive shall be eligible to earn an annual salary in the amount of \$600,000 (“*Base Salary*”), payable in accordance with the Company’s normal payroll practices and prorated for any partial years of employment. Executive’s Base Salary shall be reviewed annually.

B. **Bonus.** With respect to each calendar year during the Term, Executive shall be eligible to earn an annual target bonus of up to \$400,000 (the “*Annual Bonus*”). The actual Annual Bonus payable will be based on annual performance metrics to be established by the Board’s Compensation Committee and communicated to Executive prior to the start of the applicable calendar year (or as soon as administratively practicable after the Effective Date, as applicable), which metrics will be substantially similar to those applicable to other similarly situated executives. Generally, the bonus plan for executives each year is determined based on the formula established by the Compensation Committee for each respective year, and any Annual Bonus will be paid by March 15th of the year following the performance year to which it relates (i.e., any bonus payable with respect to fiscal year 2026 would be payable by March 15, 2027), provided that, except as provided in Article III.B(ii) and Article III.B(iii), Executive is employed by the Company on the date such Annual Bonus is paid. For the avoidance of doubt, the Annual Bonus is entirely discretionary and performance-based, and nothing in this Agreement shall be construed as guaranteeing Executive any minimum Annual Bonus amount in any year. The payment of any Annual Bonus shall be subject to all federal, state and withholding taxes, social security deductions and other general withholding obligations. Award of an Annual Bonus with respect to a particular calendar year does not guarantee the award of an Annual Bonus in any subsequent calendar year.

C. **Equity Awards.** With respect to each calendar year during the Term, commencing with the Effective Date, provided that Executive is employed by the Company on the applicable date of grant, Executive shall be eligible to receive annual long-term incentive awards under the Company’s 2025 Long-Term Incentive Plan (the “*LTIP*”) on such terms and conditions as the Board or the Compensation Committee of the Board shall determine in their sole discretion. For calendar year 2026, Executive will be eligible to receive an annual equity award with a target grant date fair value of \$250,000.00, subject to approval by the Board’s Compensation Committee. All awards granted to Executive thereafter under the

LTIP shall be subject to and governed by the terms and provisions of the LTIP as in effect from time to time and the award agreements evidencing such awards.

D. **Expenses.** The Company agrees that, during Executive's employment, it will reimburse Executive for out-of-pocket expenses reasonably incurred in connection with Executive's performance of Executive's services hereunder, upon the presentation by Executive of an itemized accounting of such expenditures, with supporting receipts, provided that Executive submits such expenses for reimbursement within ninety (90) days of the date such expenses were incurred in accordance with the Company's expense reimbursement policy. Reimbursements shall be made in compliance with the Company's expense reimbursement policies.

E. **Paid Time Off.** Executive shall be entitled to four (4) weeks of paid time off annually, including vacation and sick days, pursuant to the Company's standard written policies, as may be amended by the Company from time to time in its sole discretion. Vacation shall be taken at such times and intervals as shall be determined by Executive, subject to the reasonable business needs of the Company.

F. **Benefits.** Executive may participate in any group health insurance plan, retirement plan, disability plan, group life plan, and any other benefit or welfare program or policy that is made generally available, from time to time, to other executives of the Company, on a basis consistent with such participation and subject to the terms of the plan documents, as such plans may be modified, amended, terminated, or replaced from time to time by the Company, in its sole discretion.

ARTICLE III. TERM; TERMINATION

A. **Term of Employment.** The term of Executive's employment under this Agreement shall begin on the Effective Date and shall continue in effect for three (3) years following the Effective Date (the "**Initial Term**"), unless earlier terminated by any Party in accordance with Article III.B. Upon the expiration of the Initial Term, this Agreement shall automatically renew for additional, successive one (1) year terms (each, a "**Renewal Term**" and together with the Initial Term, the "**Term**") unless either Party delivers written notice to the other Party not less than thirty (30) days prior to the expiration of the Initial Term or any Renewal Term of such Party's intention not to renew this Agreement.

B. **Termination.** Any Party may terminate Executive's employment at any time during the Term upon sixty (60) days' written notice of termination (the "**Notice Period**"), except that the Company need not provide advance notice for termination of Executive's employment for Cause pursuant to Article III.B(i) (except as otherwise provided therein). The date of Executive's termination shall be (i) if Executive's employment is terminated by his death, the date of his death; or (ii) the date stated in the notice of termination. Upon termination of Executive's employment for any reason, the Company shall pay Executive (i) any unpaid Base Salary earned and accrued through the date of termination (payable in the normal course or such earlier time required by applicable law); (ii) any accrued but unused vacation through the date of termination (payable at the time of the payment described in clause (i) above); (iii) vested benefits in accordance with the Company Group's employee benefit plans; and (iv) any unreimbursed business expenses properly incurred prior to such termination, to be reimbursed in accordance with the Company's business expense reimbursement policy (collectively, the "**Accrued Obligations**").

(i) Termination for Cause by the Company or Resignation by Executive without Good Reason. If, at any time during the Term the Company terminates Executive's employment for Cause (defined below) or Executive voluntarily resigns without Good Reason (defined below), the

Company may, in its sole discretion, shorten or eliminate the Notice Period and determine the date of termination without any obligation to pay Executive any additional compensation other than the Accrued Obligations, and without triggering a termination of Executive's employment without Cause.

(ii) Termination Without Cause by the Company or Resignation by Executive for Good Reason. If, at any time during the Term, the Company terminates Executive's employment without Cause or Executive resigns his employment for Good Reason, the Company Group shall have no further liability or obligation to Executive under this Agreement for compensation or employee benefits, but the Company shall pay or provide the following amounts to Executive: (x) the Accrued Obligations; and (y) subject to Executive's continued compliance with Article IV of this Agreement and the execution and timely return by Executive of a release of claims in the form attached hereto as Exhibit A (the "**Release**"), which shall be executed and delivered by Executive within thirty (30) days after Executive's termination of employment and which shall be irrevocable, (1) an amount equal to twelve (12) months of (a) Executive's Base Salary as of immediately prior to such termination of employment (without giving effect to any reduction that would or did give rise to Good Reason) *plus* (b) Executive's target Annual Bonus opportunity as of immediately prior to such termination of employment (without giving effect to any reduction (or any Base Salary reduction) that would or did give rise to Good Reason) (the "**Severance Pay**"), payable in equal installments in accordance with the Company's regular payroll practice over the twelve (12) month period immediately following the termination date (the "**Severance Period**"), (2) a lump sum payment equal to twelve (12) months of the cost of Executive's and Executive's eligible dependents' COBRA premiums for the coverage in effect immediately prior to Executive's termination of employment (the "**COBRA Payments**"), and (3) the Prior Year Bonus (the Severance Pay, the COBRA Payments and the Prior Year Bonus, collectively, the "**Severance Benefits**"). The first installment of the Severance Pay and the lump sum payment of the COBRA Payments shall be provided on the first payroll date after the effective date of the Release, provided that the first installment of the Severance Pay shall include a catch-up for any payments that would have been made prior to such first installment had the Release been effective on the date of Executive's termination of employment. Notwithstanding the foregoing or anything contained in this Agreement to the contrary, to the extent required by Code Section 409A, if the timing of when Executive executes the Release (regardless of when Executive actually executes the Release) could result in the payment of any portion of the Severance Benefits commencing in more than one calendar year, then all portions of the Severance Benefits that otherwise would have been paid in such first calendar year instead shall be paid on the first day of the immediately following calendar year (with all remaining installments to be paid as if no such delay had occurred). In the event Executive fails to comply with the terms of Article IV or does not timely execute and return (or revokes) the Release, no amount shall be payable to Executive pursuant to this Article III.B(ii) (other than the Accrued Obligations).

(iii) Termination Due to Death or Disability. If, at any time during the Term, Executive's employment is terminated due to his death or Disability (defined below), the Company Group shall have no further liability or obligation to Executive for compensation or employee benefits under this Agreement, except that the Company shall pay or provide (a) the Accrued Obligations; (b) the Prior Year Bonus; and (c) accelerated vesting (and for restricted stock units and similar awards, accelerated settlement) of all equity and equity-based awards (provided that any performance-based award shall be settled assuming the target level of performance was achieved, unless prior to such termination, a higher level of performance was certified by the Compensation Committee of the Board, in which case settlement shall occur at such higher level of achievement). All amounts that may be due to Executive under this Article III.B(iii) shall be paid to Executive or to Executive's heirs, estate, legal representatives, and assignees, as may be appropriate. Settlement of any restricted stock units and similar awards under

clause (c) shall be made as soon as administratively practicable but in no event later than thirty (30) days after the date of such termination of employment.

(iv) Definitions. For purposes of this Agreement:

(a) “**Affiliate**” of any Person means any Person that, directly or indirectly through one or more intermediaries, controls, is controlled by, or is under common control with such Person.

(b) “**Cause**” means the occurrence of any of the following events: (i) an act or acts of theft of material property, embezzlement or fraud by Executive, regardless of whether it relates to the Company Group; (ii) a willful or material misrepresentation by Executive that relates to the Company Group and has (or would be reasonably expected to have) a materially adverse impact on the Company Group; (iii) any violation by Executive of any fiduciary duties owed by Executive to the Company Group; (iv) Executive’s conviction of, or pleading nolo contendere or guilty to, a felony (other than a traffic infraction); (v) Executive’s material breach of the Company’s written code of conduct and business ethics or other material written policy or procedure applicable to Executive in effect from time to time relating to personal conduct, which Executive failed to cure within ten (10) calendar days after receiving written notice from the Board specifying the alleged violation; (vi) Executive’s continued and willful refusal to substantially perform Executive’s responsibilities to the Company under this Agreement, after written demand for substantial performance has been given by the Board that specifically identifies how Executive has not substantially performed Executive’s responsibilities, which Executive failed to cure within ten (10) calendar days after receiving written notice from the Board specifying the alleged failure or refusal; or (vii) a material breach by Executive of this Agreement or any other agreement to which Executive and any member the Company Group are parties, which Executive failed to cure within ten (10) calendar days after receiving written notice from the Board specifying the alleged breach.

(c) “**COBRA**” means the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended.

(d) “**Control**” means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a Person, whether through the ownership of voting securities, by contract, or otherwise.

(e) “**Disability**” means that Executive has become eligible to receive long-term disability benefits under the long-term disability policy of the Company Group then covering Executive.

(f) “**Good Reason**” means the occurrence of any of the following events without Executive’s prior written consent: (i) a material diminution in Executive’s authority, responsibilities, title or duties; (ii) a material reduction in Executive’s Base Salary; (iii) a material breach of this Agreement by the Company; (iv) a relocation of Executive’s primary office location to a distance of more than fifty (50) miles from its location as of the Effective Date (provided that such relocation materially increases Executive’s commute); or (v) the Company provides a notice of non-renewal to Executive pursuant to Article III.A. Executive shall give the Company written notice within thirty (30) days after the occurrence of the event or events alleged to constitute Good Reason of an intent to terminate his employment for Good Reason and specifying the reasons for such alleged Good Reason and provide the Company with thirty (30) days after receipt of such notice from Executive to remedy the alleged action(s) giving rise to the Good Reason event. In the event the Company does not timely cure

the violation, if Executive does not terminate Executive's employment within fifteen (15) days following the last day of the cure period, the occurrence of the violation shall not subsequently serve as Good Reason for purposes of this Agreement; provided, however, that notwithstanding the foregoing, in order to resign for Good Reason under clause (v) above, Executive must provide written notice of resignation to the Company within twenty (20) days after Executive's receipt of the Company's notice of non-renewal (the "Non-Renewal Notice"), and the Company shall have five (5) days following its receipt of written notice from Executive of his intent to terminate his employment for Good Reason to rescind its Non-Renewal Notice (if the Company does not so timely rescind the Non-Renewal Notice, Executive's resignation for Good Reason shall be effective automatically on the date immediately prior to the expiration of the Term).

(g) "**Person**" means a natural person or any corporation, limited liability company, partnership, limited partnership, joint venture, unincorporated organization, trust, estate, governmental entity, or other entity.

(h) "**Prior Year Bonus**" means the Annual Bonus payable with respect to the calendar year immediately preceding the calendar year in which Executive's employment with the Company terminates, to the extent unpaid prior to such termination of employment, and to be paid at the same time as if no such termination of employment had occurred.

C. **Survival.** Executive's post-termination obligations in Article IV shall survive termination of the Executive's employment as provided herein.

ARTICLE IV. RESTRICTIVE COVENANTS

A. **Confidentiality.**

(i) **Confidential Information.** During Executive's employment with any member of the Company Group, the Company Group shall provide Executive otherwise prohibited access to certain trade secrets and confidential information which is not known to the Company Group's competitors or within the Company Group's industry generally, which was developed by the Company Group over a long period of time and/or at its substantial expense, and which is of great competitive value to the Company Group, and access to the Company Group's customers and clients. For purposes of this Agreement, "**Confidential Information**" means all trade secrets and confidential and proprietary information of the Company Group, including, but not limited to, the following: all documents or information, in whatever form or medium, concerning or relating to any of the Company Group's operations; processes; products; services; programming standards; business practices; policies; strategies; training manuals; principals; vendors; suppliers; customers and potential customers; contractual relationships; regulatory status; research; development; know-how; technical data; designs; formulas; software; product construction and product specifications; product, methods, and techniques; plans for research or future products; improvements; discoveries; interpretations, and analyses; production information; database schemas or tables; infrastructure; development tools or techniques; marketing methods; finances; business plans; marketing and sales plans and strategies; budgets; financial information and data; pricing and pricing strategies; costs; customer and client lists and profiles; customer and client nonpublic personal information; supplier lists; business records; audits; management methods and information; reports, recommendations and conclusions; information regarding the names, contact information, skills and compensation of employees and contractors; and other business information disclosed or made available to Executive by the Company Group, either directly or indirectly, in writing,

orally, or by drawings or observation, that is not known to the public or any of the Company Group's competitors or within the Company Group's industry generally, which was developed by the Company Group and/or at its expense, and which is of value to the Company Group. Confidential Information prepared or compiled by Executive during the Term and/or the Company Group or furnished to Executive during Executive's employment with any member of the Company Group shall be the sole and exclusive property of the Company Group, and none of such Confidential Information or copies thereof, shall be retained by Executive following his termination of employment with the Company. Executive acknowledges that the Company Group does not voluntarily disclose Confidential Information, but rather takes precautions to prevent dissemination of Confidential Information beyond those employees such as Executive entrusted with such information. Executive further acknowledges that the Confidential Information: (i) is entrusted to Executive because of Executive's position with the Company Group; and (ii) is of such value and nature as to make it reasonable and necessary for Executive to protect and preserve the confidentiality and secrecy of the Confidential Information. Executive acknowledges and agrees that the Confidential Information is a valuable, special, and a unique asset of the Company Group, the disclosure of which could cause substantial injury and loss of profits and goodwill to the Company Group.

(ii) **No Unauthorized Use or Disclosure.** Executive acknowledges and agrees that Confidential Information is proprietary to and a trade secret of the Company Group and, as such, is a special and unique asset of the Company Group, and that any unauthorized disclosure or unauthorized use of any Confidential Information by Executive will cause irreparable harm and loss to the Company Group. Executive understands and acknowledges that each and every component of the Confidential Information (i) has been developed by the Company Group at significant effort and expense and is sufficiently secret to derive economic value from not being generally known to other parties, and (ii) constitutes a protectable business interest of the Company Group. Executive acknowledges and agrees that the Company Group owns the Confidential Information. Executive agrees not to dispute, contest, or deny any such ownership rights either during or after Executive's employment with any member of the Company Group. Executive agrees to preserve and protect the confidentiality of all Confidential Information. Executive agrees that during the period of Executive's employment with any member of the Company Group and after his termination from employment for any reason, Executive shall not directly or indirectly, disclose to any unauthorized person or use for Executive's own account any Confidential Information without the CEO's or the Board's prior written consent. Throughout Executive's employment with any member of the Company Group and thereafter: (i) Executive shall hold all Confidential Information in the strictest confidence, take all reasonable precautions to prevent its inadvertent disclosure to any unauthorized person, and follow all Company Group policies protecting the Confidential Information; and (ii) Executive shall not, directly or indirectly, utilize, disclose or make available to any other person or entity, any of the Confidential Information, other than in the proper performance of Executive's duties. Further, Executive shall not, directly or indirectly, use the Company Group's Confidential Information to: (1) call upon, solicit business from, attempt to conduct business with, conduct business with, interfere with or divert business away from any customer, client, service provider, supplier or vendor of the Company Group with whom or which the Company Group conducted business; and/or (2) recruit, solicit, hire or attempt to recruit, solicit, or hire, directly or by assisting others, any persons employed by any member of the Company Group.

(iii) **Return of Property and Information.** Promptly after the termination of Executive's employment for any reason or by earlier request by the CEO or the Board, Executive shall return and deliver to the Company Group any and all Confidential Information, software, devices, cell phones, personal data assistants, credit cards, data, reports, proposals, lists, correspondence, materials, equipment, computers, hard drives, papers, books, records, documents, memoranda, manuals, e-mail,

electronic or magnetic recordings or data, including all copies thereof, which belong to the Company Group or relate to the Company Group's business and which are in Executive's possession, custody or control, whether prepared by Executive or others. If at any time after termination of Executive's employment Executive determines that Executive has any Confidential Information in Executive's possession or control, Executive shall promptly return to the Company Group all such Confidential Information in Executive's possession or control, including all copies and portions thereof.

(iv) **No Interference.** Notwithstanding any other provision of this Agreement, Executive may disclose Confidential Information when required to do so by a court of competent jurisdiction, by any governmental agency having authority over Executive or the business of the Company Group or by any administrative body or legislative body (including a committee thereof) with jurisdiction to order Executive to divulge, disclose or make accessible such information. The Parties agree that nothing in this Agreement is intended to interfere with Executive's right to (a) discuss Executive's employment terms or conditions; (b) report possible violations of federal, state or local law or regulation to any governmental agency or entity charged with the enforcement of any laws; (c) make other disclosures that are protected under applicable law, including Section 7 of the National Labor Relations Act and the whistleblower provisions of federal, state or local law or regulation; (d) file a claim or charge with any federal, state or local government agency or entity; or (e) testify, assist, or participate in an investigation, hearing, or proceeding conducted by any federal, state or local government or law enforcement agency, entity or court. In making or initiating any such reports or disclosures, Executive need not seek the CEO's or the Board's prior authorization and is not required to notify the Company Group of any such reports or disclosures.

(v) **Defend Trade Secrets Act.** Executive is hereby notified that 18 U.S.C. § 1833(b)(1) states: "An individual shall not be held criminally or civilly liable under any Federal or State trade secret law for the disclosure of a trade secret that—(a) is made—(1) in confidence to a Federal, State, or local government official, either directly or indirectly, or to an attorney; and (2) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal." Accordingly, Executive has the right to disclose in confidence trade secrets to federal, state, and local government officials, or to an attorney, for the sole purpose of reporting or investigating a suspected violation of Law. Executive also has the right to disclose trade secrets in a document filed in a lawsuit or other proceeding, but only if the filing is made under seal and protected from public disclosure. Nothing in this Agreement is intended to conflict with 18 U.S.C. § 1833(b) or create liability for disclosures of trade secrets that are expressly allowed by 18 U.S.C. § 1833(b).

B. **Non-Competition.** Executive agrees that during Executive's employment with any member of the Company Group and for a period of twelve (12) months after Executive's employment with a member of the Company Group terminates for any reason (the "**Restricted Period**"), other than in connection with Executive's performance of Executive's duties for the Company Group, Executive shall not, without the prior written consent of the Board, directly or indirectly, either individually or as a principal, partner, stockholder, manager, agent, consultant, contractor, distributor, employee, lender, investor, or as a director or officer of any corporation or association, or in any other manner or capacity whatsoever, (i) control, manage, operate, establish, take steps to establish, lend money to, invest in, solicit investors for, or otherwise provide capital to, or (ii) become employed by, join, perform services for, consult for, do business with or otherwise engage in any Competing Business within the Restricted Area. For purposes of this Agreement, given the scope of Confidential Information to be provided to Executive and job duties to be performed by Executive, "**Restricted Area**" means the State of Florida, and any other geographic area for which Executive performed any services, or about which Executive received

Confidential Information during his employment with any member of the Company Group. For purposes of this Agreement, “**Competing Business**” means any business, individual, partnership, firm, corporation or other entity that is competing or that is preparing to compete with the Company Group with respect to the sale and provision of residential property insurance coverage within the State of Florida, including any Florida-based division, branch, or operation of a national or regional insurer.

Notwithstanding the restrictions contained herein, Executive may own, directly or indirectly, solely as an investment, securities of any Competing Business traded on any national securities exchange, provided that Executive is not a controlling person of, or member of a group that controls such business, and provided further that Executive does not, directly or indirectly, own two percent (2%) or more of any class of securities of such business or have the power, directly or indirectly, to control or direct the management or affairs of any such business and is not involved in the management of such business. The restrictions contained in this Agreement also shall not limit or restrict Executive from investing in a private equity fund, venture capital fund, mutual fund or other investment similar to any of the foregoing, in each case, that has an interest in a Competing Business, provided that such investment is passive and Executive does not participate in the management or operations of any such fund or portfolio company thereof that is engaged in a Competing Business. Additionally, Executive may, after his employment with the Company Group terminates, become employed or engaged with a Competing Business in the Restricted Area during the Restricted Period if Executive does not perform the same or similar services for the Competing Business as Executive provided for the Company Group during Executive’s employment with any member of the Company Group, and Executive is employed or engaged by the Competing Business in a manner that the Company Group’s Confidential Information would not be used by Executive to assist or further the Competing Business (Executive must provide such Competing Business with a copy of this Agreement and, if requested, such Competing Business must provide the Company Group written assurances to the reasonable satisfaction of the CEO and the Board that Executive’s employment or engagement with such Competing Business will comply with Article IV prior to Executive beginning employment or engagement with such Competing Business).

C. **Non-Solicitation.**

(i) Executive agrees that during the Restricted Period, other than in connection with Executive’s duties under this Agreement, Executive shall not directly or indirectly, either as a principal, manager, agent, employee, consultant, officer, director, stockholder, partner, investor or lender or in any other capacity, and whether personally or through any Person, (x) solicit business from, attempt to conduct business with, or conduct business with, any client or customer of the Company Group, in connection with any product or service lines offered by the Company Group, and who or which: (A) Executive called on, serviced, did business with, or had contact with during his employment with any member of the Company Group; or (B) Executive received Confidential Information about; or (y) interfere with, or attempt to interfere with, the relationship between any member of the Company Group and any of their respective clients or customers.

(ii) Executive agrees that during the Restricted Period, other than in connection with Executive’s duties under this Agreement, Executive shall not directly or indirectly, either as a principal, manager, agent, employee, consultant, officer, director, stockholder, partner, investor or lender or in any other capacity, and whether personally or through any other Person, solicit, interfere with, induce or attempt to solicit, interfere with or induce, engage or hire, on behalf of Executive or any other Person, any employee of the Company Group or any person who was employed by any member of the Company Group within the preceding twelve (12) months, or is or was a consultant to the Company Group during the preceding twelve (12) months; provided, however that the foregoing shall not (A) prevent Executive

or any Person associated with Executive from placing general solicitations for hiring online, on job boards or in any other medium, provided that such general solicitation is not specifically targeted at any employee of the Company Group or (B) apply to consultants (other than consultants who are individual natural persons or single-member LLCs or sole proprietorships) who typically service multiple clients simultaneously (e.g., accountants, attorneys, etc.).

D. **Mutual Non-Disparagement.** Executive agrees that the Company Group's goodwill and reputation are assets of great value to the Company Group which have been obtained and maintained through great costs, time and effort. Therefore, Executive agrees that during Executive's employment and after the termination of Executive's employment, Executive shall not in any way disparage, libel or defame the Company Group, its business or business practices, its products or services, or its employees, officers or directors. A violation or threatened violation of this prohibition may be enjoined by the courts. The Company agrees that during Executive's employment and after the termination of Executive's employment, the Company shall direct each member of the Board to not, and the Company will not direct or authorize any other person to, disparage, libel or defame Executive. A violation or threatened violation of this prohibition may be enjoined by the courts. The rights afforded the parties under this provision are in addition to any and all rights and remedies otherwise afforded by law. Nothing in this provision shall prohibit (i) Executive, any member of the Board or any other person from making truthful statements in good faith in connection with any litigation, arbitration, governmental proceeding or similar proceeding, to defend or prosecute any claim or to the extent required by applicable law, legal process, subpoena, court order or similar requirement; (ii) Executive from engaging in any criticism or other statements made internally within the Company Group on a need-to-know basis, and provided such criticism or other statement is not presented in a disruptive or insubordinate manner, concerning the Company Group's or any employee's or other service provider's performance or nonperformance; and (iii) any named executive officer or member of the Board from engaging in any criticism or other statements made internally within the Company Group on a need-to-know basis concerning Executive's performance or nonperformance of Executive's duties or responsibilities for the Company Group.

E. **Works.**

(i) **Definition of Work Product.** For the purposes of this Agreement, the term "***Work Product***" shall mean, collectively, all work product, information, inventions, original works of authorship, ideas, know-how, processes, designs, computer programs, photographs, illustrations, developments, trade secrets and discoveries, including improvements thereto, and all other intellectual property, including patents, trademarks, copyrights and trade secrets, that Executive conceives, creates, develops, makes, reduces to practice, or fixes in a tangible medium of expression, either alone or with others.

(ii) **Assignment of Work Product.** Executive hereby assigns and shall be deemed to have assigned to the Company Group or its designee upon creation, all of Executive's right, title, and interest in and to any and all Work Product conceived, created, developed, made, reduced to practice, or fixed in a tangible medium of expression, in any case, during the period of Executive's employment with any member of the Company Group, whether prior to or following the Effective Date, that (a) relates in any manner to the previous, existing or contemplated business, work, or investigations of the Company Group; (b) is or was suggested by, has resulted or will result from, or has arisen or will arise out of any work that Executive has done or may do for or on behalf of the Company Group; (c) has resulted or will result from or has arisen or will arise out of any materials or information that may have been disclosed or otherwise made available to Executive as a result of duties assigned to Executive by the Company Group; or (d) has been or will be otherwise made through the use of the Company Group's time, information,

facilities, or materials, even if conceived, created, developed, made, reduced to practice, or fixed during other than working hours. Executive shall, both during and after Executive's employment with any member of the Company Group, sign all documents and otherwise assist the Company Group, or its designee, at the Company Group's expense, to secure the Company Group's rights in Work Product.

F. **Tolling.** If Executive violates any of the restrictions contained in this Article IV, the Restricted Period with respect to such restriction shall be suspended and shall not run in favor of Executive from the time of the commencement of any violation until the time when Executive is no longer in violation of such provision; the period of time in which Executive is in breach shall be added to the Restricted Period.

G. **Remedies.** Executive acknowledges that the restrictions contained in Article IV of this Agreement, in view of the nature of the Company Group's business and Executive's position with the Company Group, are reasonable and necessary to protect the Company Group's legitimate business interests and that any violation of Article IV of this Agreement would result in irreparable injury to the Company Group. In the event of a breach by Executive of Article IV of this Agreement, Executive immediately forfeits any unpaid Severance Benefits from the date of such breach, and the Company Group shall be entitled to (i) cease payment of any unpaid Severance Benefits and (ii) recover any Severance Benefits paid to Executive from the date of such breach. In addition, the Company Group shall be entitled to a temporary restraining order and injunctive relief restraining Executive from the commission of any breach or threatened breach, in addition to damages, reasonable attorneys' fees and costs. If a bond is required to secure such equitable relief, the Parties agree that a bond not to exceed \$1,000 shall be sufficient and adequate in all respects to protect the rights and interests of the Parties. Such remedies shall not be deemed the exclusive remedies for a breach or threatened breach of this Article IV but shall be in addition to all remedies available at law or in equity, including the recovery of damages and reasonable attorneys' fees from Executive, Executive's agents, any future employer of Executive, and any person that conspires or aids and abets Executive in a breach or threatened breach of this Agreement. A Dispute, as defined in Article V, under this Article IV, is not subject to the Dispute Resolution provisions in Article V.

H. **Reasonableness.** Executive hereby represents to the Company Group that Executive has read and understands, and agrees to be bound by, the terms of this Article IV. Executive acknowledges that the geographic scope and duration of the covenants contained in this Article IV are fair and reasonable in light of (i) the nature and wide geographic scope of the operations of the Company Group's business; (ii) Executive's level of control over and contact with the business; and (iii) the amount of compensation, trade secrets and Confidential Information that Executive is receiving in connection with Executive's employment with any member of the Company Group. It is the desire and intent of the Parties that the provisions of Article IV be enforced to the fullest extent permitted under applicable law, whether now or hereafter in effect and therefore, to the extent permitted by applicable law, Executive and the Company Group hereby waive any provision of applicable law that would render any provision of Article IV invalid or unenforceable.

I. **Reformation.** The Company Group and Executive agree that the foregoing restrictions set forth in Article IV are reasonable under the circumstances and that any breach of the covenants contained in Article IV would cause irreparable injury to the Company Group. Executive understands that the foregoing restrictions may limit Executive's ability to engage in certain businesses but acknowledges that Executive shall receive Confidential Information and trade secrets, as well as sufficiently high remuneration and other benefits as an employee of the Company Group to justify such restrictions. If any of the aforesaid restrictions are found by a court of competent jurisdiction to be

unreasonable, or overly broad as to geographic area or time, or otherwise unenforceable, the Parties intend for the restrictions herein set forth to be modified by the court making such determination so as to be reasonable and enforceable and, as so modified, to be fully enforced. By agreeing to this contractual modification prospectively at this time, the Company Group and Executive intend to make this provision enforceable under the law or laws of all applicable jurisdictions so that the entire agreement not to compete and this Agreement as prospectively modified shall remain in full force and effect and shall not be rendered void or illegal.

J. **No Previous Restrictive Agreements.** Executive represents that, except as disclosed in writing to the Company Group, Executive is not bound by the terms of any agreement with any previous employer or other party to refrain from competing, directly or indirectly, with the business of such previous employer or any other party. Executive further represents that Executive's performance of all the terms of this Agreement and Executive's work duties for the Company Group do not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by Executive in confidence or in trust prior to Executive's employment with any member of the Company Group. Executive shall not disclose to the Company Group or induce the Company Group to use any confidential or proprietary information or material belonging to any previous employer or others.

ARTICLE V. MISCELLANEOUS PROVISIONS

A. **Dispute Resolution.** In the event of any dispute, controversy or claim arising out of, or in connection with or relating to this Agreement or any other agreement between Executive and any member of the Company Group, Executive's employment, or Executive's relationship with the Company Group or any of its predecessors or successors (any such matter, a "***Dispute***"), *except for* any Dispute arising under Article IV of this Agreement:

(i) The parties to such Dispute shall use commercially reasonable efforts to resolve such Dispute through negotiation between individuals with the authority to settle the Dispute on behalf of the parties (each, an "***Authorized Decision Maker***"). To this end, each such party shall cause an Authorized Decision Maker to consult and negotiate with an Authorized Decision Maker of the other party, and the parties shall attempt to reach a resolution satisfactory to both parties, recognizing that their mutual interests may not be aligned (and that each such party shall be entitled to reasonably seek to promote such party's own interests in such resolution).

(ii) If the parties to a Dispute do not resolve such Dispute within thirty (30) days of the first negotiation between Authorized Decision Makers, then upon written notice by either party to the other, the Dispute shall be submitted to non-binding mediation to be administered in Tampa, Florida, by the American Arbitration Association or its successor (the "***AAA***") (or another mediator upon the mutual agreement of Executive and the applicable member of the Company Group). Such mediation session shall take place within sixty (60) days of the date of receipt of the written request for mediation. If the parties are not able to agree regarding the identity of the mediator within twenty (20) days from the party's delivery of the mediation demand to the other party, the AAA shall appoint a neutral mediator upon written request to the AAA by either party.

(iii) In the event the applicable member of the Company Group and Executive are unable to resolve any Dispute pursuant to Article V.A.(i) or (ii) above, the parties shall resolve such Dispute by binding arbitration under the Employment Arbitration rules of the AAA then in effect, and in accordance with applicable law, including the Federal Arbitration Act and the Federal Rules of Civil Procedure, but

subject to the following agreed provisions and except where applicable federal or state law requires otherwise. Subject to legal privileges, the arbitrator shall have the power to permit discovery as allowed under the Federal Rules of Civil Procedure. The arbitration shall be conducted in Tampa, Florida, and the proceedings shall be kept strictly confidential by the parties, their respective attorneys and the arbitrators. Notice of papers or processes relating to any arbitration proceeding, or for the confirmation of award and entry of judgment on an award may be served on each of the parties by registered or certified mail.

The arbitrator shall be selected by agreement of the parties; but if no agreement can be reached, the arbitrator shall be appointed pursuant to the procedures of the AAA. The arbitrator shall be of good reputation and character and have legal expertise relating to the Dispute. The applicable member of the Company Group, on the one hand, and Executive, on the other hand, shall each pay one-half of the arbitrator's expenses. Each party shall pay its own legal expenses, except where prohibited by law. The arbitrator shall have no authority to consolidate the claims of other employees into a class action or otherwise fashion, consider, preside over, or award relief to any form of a representative, collective, or class proceeding. The arbitrator shall provide a written opinion supporting his/her conclusions, including detailed findings of fact and conclusions of law. Such findings of fact shall be final and binding on the parties. The arbitrator may award damages and/or permanent injunctive relief, but in no event shall the arbitrator have the authority to award punitive or exemplary damages, except where authorized by statute. Notwithstanding anything to the contrary in this Article V, the applicable member of the Company Group and Executive may apply to a court of competent jurisdiction to enforce the covenants set forth in Article IV. If proper notice of any hearing has been given, the arbitrator shall have full power to proceed to take evidence or to perform any other acts necessary to arbitrate the matter in the absence of any party who fails to appear. If any portion of this Agreement is at any time deemed to be in conflict with any applicable statute, rule, regulation or ordinance, such portion shall be deemed to be modified or altered to conform thereto or, if that is not possible, to be omitted from this Agreement, and the invalidity of any such portion shall not affect the force, effect and validity of the remaining portion hereof.

B. **Cooperation.** After the termination of Executive's employment, Executive agrees to reasonably cooperate and provide reasonable assistance, at the request of the Company Group, in any and all investigations or other legal proceedings which involve any matters for which Executive worked on or had responsibility during Executive's employment with any member of the Company Group. This includes but is not limited to testifying (and preparing to testify) as a witness in any proceeding or otherwise providing information or reasonable assistance to the Company Group in connection with any investigation, claim or suit, and cooperating with the Company Group regarding any investigation, litigation, claims or other disputed items involving the Company Group that relate to matters within the knowledge or responsibility of Executive. Specifically, Executive agrees (i) to provide truthful testimony to any court, agency or other adjudicatory body in any matter covered by this Article V.B; and (ii) to provide the Company Group with prompt notice of contact or subpoena received by Executive from any non-governmental adverse party as to matters relating to the Company Group; provided however, the Company Group shall reimburse Executive for all reasonable expenses incurred by Executive in providing the cooperation required by this Article V.B (including, without limitation, reasonable legal fees for Executive's own counsel, to the extent such expenses are pre-approved by the Board in writing (such approval not to be unreasonably withheld, conditioned or delayed)). Notwithstanding the foregoing or anything contained in this Article V.B to the contrary, (i) all cooperation required by this Article V.B shall be provided remotely unless remote cooperation is not possible or reasonably practical, (ii) any cooperation required by this Article V.B shall be provided at times that are mutually convenient to Executive and the Company Group, (iii) cooperation under this Article V.B shall not take up more than a *de minimis* amount of Executive's time and (iv) Executive is not required to provide cooperation under this Article V.B. in any matter that is adverse to Executive.

C. **No Mitigation; No Set Off.** Executive is under no obligation or duty to seek employment or work following his termination of employment with the Company, and in no event shall any payments or benefits to be provided to Executive from any member of the Company Group following Executive's termination of employment be reduced or offset by any amounts earned by Executive from another employer or otherwise following Executive's termination of employment with the Company.

D. **Headings.** The paragraph headings contained in this Agreement are for convenience only and shall in no way or manner be construed as a part of this Agreement.

E. **Severability.** In the event that any court of competent jurisdiction holds any provision in this Agreement to be invalid, illegal or unenforceable in any respect, the remaining provisions shall not be affected or invalidated and shall remain in full force and effect.

F. **Reformation.** In the event any court of competent jurisdiction holds any restriction in this Agreement to be unreasonable and/or unenforceable as written, the court may reform this Agreement to make it enforceable, and this Agreement shall remain in full force and effect as reformed by the court.

G. **Entire Agreement.** This Agreement constitutes the entire agreement between the Parties, and fully supersedes any and all prior agreements, understanding or representations between the Parties pertaining to or concerning the subject matter of this Agreement, including, without limitation, Executive's employment with any member of the Company Group. The Parties have voluntarily agreed to define their rights, liabilities and obligations relating to or arising out of Executive's employment with any member of the Company Group exclusively in contract (except for statutory obligations) pursuant to the express terms and provisions of this Agreement and any other written agreement signed by any member of the Company Group and Executive. No oral statements or prior written material relating to the subject matter of this Agreement that is not specifically incorporated in this Agreement shall be of any force and effect, and no changes in or additions to this Agreement shall be recognized, unless incorporated in this Agreement by written amendment, such amendment to become effective on the date stipulated in it. Any amendment to this Agreement must be signed by all parties to this Agreement.

H. **Disclaimer of Reliance.** Except for the specific representations expressly made by the Company in this Agreement or a written agreement specifically signed by Executive and any member of the Company Group, Executive specifically disclaims that Executive is relying upon or has relied upon any communications, promises, statements, inducements, or representation(s) that may have been made, oral or written, regarding the subject matter of this Agreement, the terms of Executive's employment, any compensation or benefits to which Executive may be entitled. Executive represents that Executive relied solely and only on Executive's own judgment in making the decision to enter into this Agreement.

I. **No Fiduciary Relationship by the Company Group.** This Agreement does not create, nor shall it be construed as creating, any principal and agent, trust, or other fiduciary duty or special relationship running from the Company Group to Executive.

J. **Waiver.** No waiver of any breach of this Agreement shall be construed to be a waiver as to succeeding breaches. The failure of either Party to insist in any one or more instances upon performance of any terms or conditions of this Agreement shall not be construed as a waiver of future performance of any such term, covenant or condition but the obligations of either Party with respect thereto shall continue in full force and effect. The breach by one Party to this Agreement shall not preclude equitable relief, injunctive relief or the obligations in Article IV.

K. **Modification; Counterparts.** The provisions of this Agreement may be amended, modified or waived only with the prior written consent of the Company and Executive, and no course of conduct or failure or delay in enforcing the provisions of this Agreement shall be construed as a waiver of such provisions or affect the validity, binding effect or enforceability of this Agreement or any provision hereof. This Agreement may be executed in multiple counterparts, whether or not all signatories appear on these counterparts, and each counterpart shall be deemed an original for all purposes.

L. **Assignment.** This Agreement shall be binding upon and inure to the benefit of the Parties hereto and their respective heirs, successors and permitted assigns. Further, to the extent applicable, each member of the Company Group shall be deemed a third-party beneficiary and may enforce the applicable rights and obligations under this Agreement. Neither party may assign this Agreement to a third party without the prior written consent of the other party, provided that the Company may assign its rights, together with its obligations hereunder, without Executive's consent to any successor to the Company's business in connection with an internal restructuring or internal reorganization.

M. **Certain Excise Taxes.** Notwithstanding anything to the contrary in this Agreement, if Executive is a "disqualified individual" (as defined in Section 280G(c) of the Internal Revenue Code of 1986, as amended (the "*Code*")), and the payments and benefits provided for in this Agreement, together with any other payments and benefits which Executive has the right to receive from the Company or any of its Affiliates or other payor, would constitute a "parachute payment" (as defined in Section 280G(b)(2) of the Code), then such payments and benefits shall be either (a) reduced (but not below zero) so that the present value of such total payments and benefits shall be one dollar (\$1.00) less than three times Executive's "base amount" (as defined in Section 280G(b)(3) of the Code) and so that no portion of such amounts and benefits received by Executive shall be subject to the excise tax imposed by Section 4999 of the Code or (b) paid in full, whichever produces the better net after-tax position to Executive (taking into account any applicable excise tax under Section 4999 of the Code and any other applicable taxes). The reduction of payments and benefits, if applicable, shall be made by reducing, first, payments or benefits to be paid in cash in the order in which such payment or benefit would be paid or provided (beginning with such payment or benefit that would be made last in time and continuing, to the extent necessary, through to such payment or benefit that would be made first in time) and, then, reducing any benefit to be provided in-kind in a similar order, and then reducing equity or equity-based benefits (reduced in the order of highest value to lowest value under Code Section 280G). The determination as to whether any such reduction in the amount of the payments and benefits provided hereunder is necessary (or whether Executive would be subject to such excise tax) shall be made at the expense of the Company by a firm of independent accountants, a law firm, or other valuation specialist selected by the Board in good faith prior to the consummation of the applicable change in control transaction, and the applicable independent accountants, law firm, or other valuation specialist shall consider the value, if any, of Executive's restrictive covenants (including the non-competition restrictions set forth herein) as part of its analysis as may be appropriate under Section 280G of the Code. If a reduced payment or benefit is made or provided and through error or otherwise that payment or benefit, when aggregated with other payments and benefits used in determining if a "parachute payment" exists, exceeds one dollar (\$1.00) less than three times Executive's base amount, then Executive shall immediately repay such excess to the Company upon notification that an overpayment has been made. Nothing in this Article V.M. shall require the Company to provide a gross-up payment to Executive with respect to Executive's excise tax liabilities under Section 4999 of the Code. Notwithstanding the foregoing, in the event that no stock of the Company or its applicable Affiliates is readily tradable on an established securities market or otherwise (within the meaning of Section 280G) as of immediately prior to an applicable transaction that constitutes

a “change in ownership or control” for purposes of Section 280G of the Code, the Company shall submit to a vote of stockholders for approval the portion of the payments and benefits payable to Executive that equal or exceeds three times the Executive’s “base amount” (the “*Excess Parachute Payments*”) in accordance with Treas. Reg. §1.280G-1; provided, that Executive has first, in Executive’s sole discretion, executed a customary waiver of such Excess Parachute Payments (the Company makes no guarantee regarding the outcome of any such vote). If such stockholder approval is obtained in accordance with Section 280G of the Code, then the payments and benefits shall not be subject to reduction as described above.

N. **Clawback.** To the extent required by Company policy, applicable law, government regulation or any applicable securities exchange listing standards, amounts paid or payable under this Agreement or under the LTIP or any incentive plan of the Company Group shall be subject to the provisions of any applicable clawback policies or procedures adopted by the Company Group and applicable to executives of the Company Group generally, including pursuant to applicable law, government regulation or applicable securities exchange listing requirements, which clawback policies or procedures may provide for forfeiture and/or recoupment of amounts paid or payable under this Agreement or under the LTIP or any incentive plan of the Company Group in the event of material misstatements, financial restatements, other bad acts (or inaction), or other events or occurrences consistent with any government regulation or securities exchange listing requirement. The Company Group reserves the right, without the consent of Executive, to adopt any such clawback policies and procedures that are consistent with the immediately preceding sentence, including such policies and procedures applicable to this Agreement and under the LTIP or any incentive plan of the Company Group with retroactive effect.

O. **Section 409A.** This Agreement is intended to be interpreted and applied so that the payments and benefits set forth herein shall either be exempt from the requirements of Section 409A of the Code (“*Section 409A*”) or shall comply with the requirements of Section 409A. In no event may Executive, directly or indirectly, designate the calendar year of any payment to be made under this Agreement or otherwise which constitutes a “deferral of compensation” within the meaning of Section 409A. Notwithstanding anything in this Agreement or elsewhere to the contrary, a termination of employment shall not be deemed to have occurred for purposes of any provision of this Agreement providing for the payment of any amounts or benefits that constitute “non-qualified deferred compensation” within the meaning of Section 409A upon or following a termination of Executive’s employment unless such termination is also a “separation from service” within the meaning of Section 409A and, for purposes of any such provision of this Agreement, references to a “termination,” “termination of employment” or like terms shall mean “separation from service” within the meaning of Section 409A. Notwithstanding any provision in this Agreement or elsewhere to the contrary, if on Executive’s termination of employment, Executive is a “specified employee” within the meaning of Section 409A, any payments or benefits that are payable as the result of a termination of Executive’s employment under any arrangement that constitutes a “deferral of compensation” within the meaning of Section 409A (whether under this Agreement, any other plan, program, payroll practice or any equity grant) and which do not otherwise qualify under the exemptions under Treasury Regulation section 1.409A-1 (including without limitation, the short-term deferral exemption and the permitted payments under Treasury Regulation section 1.409A-1(b)(9)(iii)(A)) and that otherwise would have been paid within six (6) months following such termination of employment, shall be delayed and paid or provided to Executive in a lump sum (whether they would have otherwise been payable in a single sum or in installments in the absence of such delay) on the earlier of (x) the date which is six (6) months and one day after Executive’s separation from service for any reason other than death, and (y) the date of Executive’s death (but not earlier than such payments or benefits would have been made absent this

provision), and any remaining payments and benefits shall be paid or provided in accordance with the normal payment dates specified for such payment or benefit. With respect to any expense reimbursement benefit or in-kind benefit provided pursuant to this Agreement or otherwise, (1) the amount of expenses eligible for reimbursement or in-kind benefits provided to Executive during any calendar year shall not affect the amount of expenses eligible for reimbursement or in-kind benefits provided to Executive in any other calendar year, (2) the reimbursements for expenses for which Executive is entitled to be reimbursed shall be made promptly, but in all events on or before the last day of the calendar year immediately following the calendar year in which the applicable expense is incurred, and (3) the right to payment or reimbursement hereunder may not be liquidated or exchanged for any other benefit. Each payment under this Agreement to Executive shall be deemed a separate payment for purposes of Section 409A.

P. **Indemnification.** Executive shall be entitled to indemnification and advancement of expenses for acts and omissions that occurred during Executive's employment or other service with the Company or any of its Subsidiaries or Affiliates (whether occurring before, on, or after, the Effective Date) in accordance with the terms of the Company's (or as applicable, its subsidiaries' and Affiliates') by-laws and other governing documents (unless such action or omission was not taken or made by Executive in good faith). In addition, during the Term and for at least six (6) years thereafter, the Company shall maintain a directors & officers insurance policy providing for market levels of coverage (or higher), and shall cause Executive to be insured under such policy with respect to actions and omissions that occurred during Executive's employment or other service with the Company or any of its subsidiaries or Affiliates (whether occurring before, on, or after, the Effective Date). The Company's obligations under this Article V.P. shall survive the termination of the Term and the termination of Executive's employment.

Q. **Governing Law.** This Agreement shall be governed by, and construed in accordance with, the laws of the State of Florida, without regard to any conflicts of law provision that would result in the application of the law of any other jurisdiction.

[Remainder of Page Intentionally Left Blank. Signature Page Follows]

IN WITNESS WHEREOF, the Company and Executive have caused this Agreement to be executed on the date first set forth above, to be effective as of the Effective Date.

EXECUTIVE:

/s/ Brian Foley
Brian Foley

THE COMPANY:

**AMERICAN INTEGRITY INSURANCE
GROUP, INC.**

By: /s/ Robert Ritchie
Name: Robert Ritchie
Title: Chief Executive Officer

**Signature Page to
Employment Agreement**

Exhibit A

Release

(see attached)

Exhibit A – Employment Agreement

GENERAL RELEASE AND CONSULTING AGREEMENT

This General Release and Consulting Agreement (this “*Agreement*”) is entered into by and between Ben Lurie (“*Executive*”) and American Integrity Insurance Group, Inc., a Delaware corporation (the “*Company*”). Capitalized terms that are used but not defined herein have the meanings given to them in that certain Employment Agreement between Executive and the Company effective as of May 7, 2025 (the “*Employment Agreement*”). The Company and Executive are referred to herein individually as a “*Party*” and collectively as the “*Parties*.”

WHEREAS, Executive has been employed by the Company as its Chief Financial Officer pursuant to the Employment Agreement and has decided to voluntarily resign his employment on April 6, 2026 (the “*Resignation Date*”);

WHEREAS, in connection with Executive’s employment, the Company previously granted Executive (i) an award of 3,516 time-based restricted stock units (“*RSUs*”) on December 4, 2025 (the “*December RSU Award*”), (ii) an award of 3,166 time-based RSUs on March 2, 2026 (the “*March Time-Based RSU Award*”), and (iii) an award of 12,665 performance-based RSUs on March 2, 2026 (the “*March Performance-Based RSU Award*”) (clauses (i), (ii), and (iii), collectively, the “*Equity Awards*”), each of which remain entirely unvested as of the Resignation Date;

WHEREAS, the Parties intend that as of the Resignation Date, in accordance with the terms of the Equity Awards, the Equity Awards shall remain outstanding and eligible to vest through the end of the Consulting Period (as defined below) or its earlier termination pursuant to Section 4 below, and shall continue to be governed by, and subject to, the terms and conditions set forth in the applicable award agreement during the Consulting Period, including the vesting provisions contained therein, such that each of the Equity Awards shall continue to vest in accordance with their original vesting schedules through the end of the Consulting Period or earlier termination thereof;

WHEREAS, the Parties intend that, as of the end of the Consulting Period or its earlier termination pursuant to Section 4 below, (i) the December RSU Award and the March Time-Based RSU Award, to the extent then-outstanding and unvested, shall accelerate and vest in full and (ii) the March Performance-Based RSU Award shall remain outstanding following the end of the Consulting Period and shall be eligible to vest at the end of the applicable performance period set forth in the award agreement governing such award, based on actual performance achieved through such performance period, in each case subject to the terms and conditions of the applicable award agreement;

WHEREAS, as a condition of Executive’s employment with the Company, Executive entered into and agreed to abide by the terms and conditions set forth in Article IV of the Employment Agreement (the “*Restrictive Covenants*”), which the Parties agree shall survive Executive’s voluntary resignation from the Company and remain in full force and effect as set forth in Section 8 below;

WHEREAS, Executive voluntarily resigned his employment with the Company as of the Resignation Date;

WHEREAS, Executive and the Company wish for Executive to receive the benefits set forth in this Agreement, conditioned upon Executive’s timely entry into this Agreement and Exhibit A (and non-revocation in the time provided to do so) and compliance with the terms herein; and

WHEREAS, on the terms and subject to the conditions and limitations set forth in this Agreement, the Parties wish to resolve any and all claims or causes of action that Executive has or may have against the Company or any of the other Released Persons (as defined in Exhibit A hereto), including any claims or causes of action that Executive may have arising out of Executive's employment, or the end of such employment.

NOW, THEREFORE, in consideration of the promises set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by the Parties, the Parties agree as follows:

1. **Resignation from Employment.** Executive's employment with the Company ended as a result of Executive's voluntary resignation and not as a result of a termination by the Company with or without Cause, effective as of the Resignation Date. As of the Resignation Date, Executive ceased to hold any and all positions with the Company and its affiliates as an employee, including without limitation the position of Chief Financial Officer and any other executive officer designation. Executive agrees to execute any documents and take such further steps as may be required to effectuate Executive's voluntary resignation from the Company. Executive shall not perform any work in an employee capacity and shall not make any representations or execute any documents, or take any other actions, on behalf of the Company on or after the Resignation Date, except as expressly authorized herein or pursuant to the Consulting Agreement (as defined in Section 4 below).

2. **Accrued Obligations.** Regardless of whether Executive executes this Agreement, the Company shall pay or provide to Executive all accrued but unpaid portion of Executive's Base Salary through the Resignation Date, reimbursement for any unreimbursed business expenses properly incurred by Executive prior to the Resignation Date in accordance with Company policy, any accrued but unused vacation through the Resignation Date, and any vested and accrued benefits under the Company's employee benefit plans in accordance with the terms of such plans (collectively, the "***Accrued Obligations***").

3. **Transition Benefits.**

(a) Provided that Executive (i) executes this Agreement (including, for the avoidance of doubt, Exhibit A) on or after the Resignation Date and returns the signed Agreement and Exhibit A to the Company such that it is received by Angie Quinn, EVP and Chief Human Resources Officer, at aquinn@aii.com no later than 21 days after the date that Executive was first provided this Agreement; (ii) does not revoke the Release contained in Exhibit A or Executive's acceptance of this Agreement pursuant to Section 7(d) below; and (iii) abides by the terms herein and continues to comply with the Surviving Provisions (as defined in Section 8 below), then the Company shall provide Executive with the following transition benefits, which constitute the consideration for the Release contained in Exhibit A:

- (i) **IPO Success Bonus.** The Company shall pay Executive a one-time IPO success bonus in the cash amount of \$800,000 (the "***IPO Bonus***"), payable in a single lump sum through the Company's regular payroll process and subject to all applicable federal, state, and local tax withholdings and deductions as required by law. The IPO Bonus shall be paid on the first payroll date following the Effective Date (as defined in Section 7(d) below), provided that Executive has satisfied the conditions set forth in Section 3(a) above. For the avoidance of doubt, the IPO Bonus shall be treated as wages and reported on a Form W-2 issued to Executive.
- (ii) **Retention of Equity Awards.** Executive shall retain the Equity Awards, which shall remain in full force and effect in accordance with their terms through the end of the Consulting Period or its earlier termination pursuant to Section 4. During the Consulting Period, the Equity Awards shall continue to be subject to

the terms and conditions of American Integrity Insurance Group, Inc. 2025 Long-Term Incentive Plan (the “**LTIP**”) and the award agreements governing such Equity Awards, including with respect to vesting, settlement timing, and withholding requirements. At the end of the Consulting Period (or, if earlier, the date the Consulting Period is terminated pursuant to Section 4), (y) any then-outstanding and unvested portion of the December RSU Award or the March Time-Based RSU Award shall automatically accelerate and vest in full, and (z) the March Performance-Based RSU Award shall remain outstanding and eligible to vest at the end of the applicable performance period set forth in its award agreement, with vesting, if any, based on actual performance through the end of such period, in accordance with the applicable award agreement and the LTIP.

(b) For the avoidance of doubt, Executive acknowledges and agrees that Executive has no entitlement to any further transition or separation pay or benefits other than as expressly set forth in this Section 3 of this Agreement.

4. Consulting Agreement and Transition of Role.

(a) **Transition to Independent Contractor.** The Parties agree that, effective as of the Resignation Date, Executive shall serve the Company as a consultant for a period of 12 months (the “**Consulting Period**”), commencing on the Resignation Date and ending on the date that is 12 months thereafter (the “**Consulting Period End Date**”), unless earlier terminated in accordance with this Section 4. Executive shall no longer serve as an employee or an executive officer of the Company or any parent or Subsidiary during the Consulting Period.

(b) **Consulting Services.** During the Consulting Period, Executive shall provide the following consulting services to the Company on an as-needed basis at such times and locations as the Company may reasonably request, at all times in accordance with applicable law (collectively, the “**Consulting Services**”):

- (i) Providing general consulting services to the Company, including strategic and operational guidance as reasonably requested by the Board and the Chief Executive Officer of the Company;
- (ii) Onboarding the Company’s newly appointed Chief Financial Officer, once confirmed, including transitioning responsibilities, institutional knowledge, and key relationships to such incoming Chief Financial Officer in a manner consistent with the Company’s business objectives; and
- (iii) Performing any other consulting or transition-related services reasonably requested by the Board or the Chief Executive Officer of the Company.

(c) **Separation of Roles.** Following the Resignation Date, Executive shall also serve as a member of the Company’s Insurance Company Board and as co-chair of the Investment Committee of the Company (the “**Investment Committee**”). The Company and Executive acknowledge and agree that the Consulting Services are separate and distinct from Executive’s duties as a member of the Company’s Insurance Company Board and the Investment Committee.

(d) **Consulting Fees.** In consideration for the Consulting Services, the Company shall pay Executive an annual consulting fee of \$300,000, to be paid in equal monthly installments of \$25,000 in arrears, during the Consulting Period (the “**Consulting Fees**”). Each monthly installment shall be paid promptly following the end of the month in which the applicable Consulting Services are performed. The Consulting Fees shall be prorated for any period in which Executive is not performing the Consulting Services, unless otherwise agreed in writing by the Company.

(e) **Independent Contractor Status; Tax Treatment.** Executive shall perform the Consulting Services as an independent contractor and not as an employee, agent, or partner of the Company. The Parties agree that this arrangement shall be structured as a Form 1099 independent contractor arrangement. Accordingly, the Company shall not withhold any federal, state, or local income taxes or employment taxes from the Consulting Fees, and Executive shall be solely responsible for the payment of all self-employment taxes and any other taxes attributable to the Consulting Fees. At the end of each applicable calendar year during the Consulting Period, the Company shall issue to Executive a Form 1099-NEC reflecting all Consulting Fees paid to Executive during such calendar year for reporting purposes. Executive further agrees to indemnify, defend, and hold harmless the Company from and against any taxes, interest, penalties, attorneys' fees, and other amounts assessed by any taxing authority arising out of or relating to Executive's failure to pay taxes attributable to the Consulting Fees. Executive acknowledges and agrees that, as an independent contractor, Executive shall not be entitled to participate in any employee benefit plans, workers' compensation insurance, unemployment insurance, or any other benefits maintained by the Company for its employees.

(f) **No Employment Relationship.** Nothing in this Section 4 or elsewhere in this Agreement shall be construed to create an employer-employee relationship between the Company and Executive during the Consulting Period. Although the Company will determine the scope of the services to be provided by Executive, Executive shall have full control over the manner, means, and method by which the Consulting Services are performed. Executive shall not have authority to bind the Company or any parent or Subsidiary to any contract, agreement, or obligation without the prior written consent of the Board or the Chief Executive Officer.

(g) **Termination of Consulting Period.** The Consulting Period shall terminate automatically upon the Consulting Period End Date. Either Party may terminate the Consulting Period prior to the Consulting Period End Date upon 10 days' prior written notice to the other Party. Upon any such termination, the Company shall pay Executive any unpaid Consulting Fees earned through the date of termination.

5. **Release of Equity Claims.** Except as expressly set forth in this Agreement, and excluding any claims to enforce Executive's rights with respect to the treatment of the Equity Awards under this Agreement, Executive hereby releases and forever discharges the Company and its affiliates from any and all claims, demands, or causes of action arising out of or relating to Executive's outstanding equity awards, including without limitation any claims for additional shares, vesting, or other equity-related compensation.

6. **General Release of Claims.** As a condition precedent to Executive's right to receive any of the benefits and payments set forth in this Agreement, Executive shall execute and deliver to the Company the General Release of Claims attached hereto as Exhibit A (the "**Release**"), and Executive shall not revoke the Release within the applicable revocation period provided therein. Executive acknowledges and agrees that the benefits and payments provided under this Agreement constitute good and sufficient consideration for the execution of the Release. In the event that Executive fails to execute the Release within the time period specified therein, or revokes the Release within the applicable revocation period, Executive shall forfeit any and all right to the benefits and payments described in this Agreement, and the Company shall have no further obligation to provide such benefits or payments to Executive.

7. **Acknowledgements.** *This is an important legal document. Executive is advised to consult with a lawyer of Executive's choosing before signing this Agreement.* By executing and delivering this Agreement, Executive acknowledges and agrees that:

- (a) Executive has carefully read this Agreement, including the Release attached hereto as Exhibit A;

(b) Executive has had sufficient time (at least 21 days) to consider this Agreement and the Release before the execution and delivery hereof to the Company and no changes to this Agreement (whether material or immaterial) shall re-start the 21-day period described in Exhibit A and this Section 7(b) for Executive to consider this Agreement and the Release;

(c) Executive has been advised, and hereby is advised in writing, to discuss this Agreement and the Release with an attorney of Executive's choice before signing this Agreement and the Release, and Executive has had adequate opportunity to do so prior to executing and delivering this Agreement and the Release;

(d) As provided in Exhibit A, Executive has seven days after signing the Release to revoke it (such seven-day period is referred to as the "**Release Revocation Period**"). The Release will not become effective or enforceable until the Release Revocation Period has expired without Executive exercising Executive's revocation right (the "**Effective Date**"). Any notice of revocation of the Release is effective only if such revocation is in writing and received by the Company, care of Angie Quinn, EVP and Chief Human Resources Officer, at the e-mail address referenced in Section 3(a) above, on or before the expiration of the Release Revocation Period. Executive understands that if Executive revokes Executive's acceptance of this Agreement and execution of the Release pursuant to this Section 7(d), neither the Company nor any other Released Party will provide Executive any transition payments or benefits set forth in Section 3, and all other terms of this Agreement will become null and void (*provided, however*, that the terms of Section 1 shall remain in effect);

(e) Executive fully understands the final and binding effect of this Agreement and the Release; the only promises made to Executive to sign this Agreement and the Release are those stated within the four corners of this Agreement (including, for the avoidance of doubt, Exhibit A), and in entering this Agreement and the Release, Executive has not relied on any representation or statement, written or oral, of any Released Party or Released Party's agent that is not set forth in this Agreement or the Release; Executive is signing this Agreement and the Release knowingly, voluntarily and of Executive's own free will; Executive relies on Executive's own judgment in entering into this Agreement and the Release; and Executive understands and agrees to each of the terms and conditions of this Agreement and the Release; and

(f) No Released Party has provided any tax or legal advice regarding this Agreement or the Release and Executive has had an adequate opportunity to receive sufficient tax and legal advice from advisors of Executive's own choosing such that Executive enters into this Agreement and the Release with full understanding of the tax and legal implications thereof.

8. Surviving Provisions.

(a) Executive acknowledges, agrees, and understands that, notwithstanding any other provision of this Agreement, Executive remains subject to the Company's clawback or recoupment policy, as required by Section 10D of the Securities Exchange Act of 1934 and Section 303A.14 of the NYSE Listed Company Manual, after the Resignation Date, and that Executive may be required to repay incentive compensation to the Company and that the Company has the right to reduce amounts payable to Executive pursuant to this Agreement by any amount Executive is required to repay the Company.

(b) Executive acknowledges and agrees to honor and abide by the terms of the Restrictive Covenants set forth in Article IV of the Employment Agreement (including the confidentiality, non-competition, non-solicitation, non-disparagement, and work product provisions), which shall survive the termination of the Employment Agreement. The Parties acknowledge that Executive's performance of the Consulting Services during the Consulting Period shall be conducted in a manner consistent with, and shall not be deemed to violate, the non-competition and non-solicitation provisions of Article IV of the Employment Agreement, provided that such services are performed within the scope of the Consulting Services as defined herein.

(c) In addition to the Restrictive Covenants, the following provisions shall survive termination of Executive's employment for any reason: Article V.A (Dispute Resolution, including the existing carve-out permitting court action to enforce Article IV); Article V.B (Cooperation); Article V.C (No Mitigation; No Set-Off); Article V.E-F (Severability; Reformation); Article V.N (Clawback); Article V.O (Section 409A); Article V.P (Indemnification and D&O Insurance); and Article V.Q (Governing Law), together with any other provisions that by their nature are intended to survive. (such provisions together with the Restrictive Covenants, the "**Surviving Provisions**").

9. **Entire Agreement; Amendment.** This Agreement, the LTIP, and the respective award agreements governing the Equity Awards, except as expressly amended herein, constitute the entire agreement between the Parties with respect to the matters herein; *provided, however*, this Agreement shall complement and be in addition to (and not replace or supersede) the Surviving Provisions, and any other obligations that Executive has to any Released Party with respect to non-disclosure, return of property, intellectual property, non-competition, or non-solicitation (whether such obligation arises by contract, statute, common law or otherwise). Subject to Section 17, this Agreement may only be amended by an agreement in writing signed by Executive and the Company.

10. **Applicable Law; Submission to Jurisdiction.** This Agreement will be governed and construed in accordance with the laws of the State of Florida without giving effect to the conflicts of laws rules thereunder that would result in the application of the laws of another jurisdiction. The Parties hereto irrevocably submit to the exclusive jurisdiction, forum, and venue of the state and federal courts located in Tampa, Florida with respect to any dispute, claim, or other matter arising under this Agreement. THE PARTIES EXPRESSLY ACKNOWLEDGE AND AGREE THAT THEY ARE KNOWINGLY, VOLUNTARILY, AND INTENTIONALLY WAIVING THEIR RIGHTS TO A JURY TRIAL WITH RESPECT TO ANY DISPUTE ARISING OUT OF OR RELATING TO THIS AGREEMENT.

11. **Headings; Interpretation.** Titles and headings to Sections hereof are for the purpose of reference only and shall in no way limit, define or otherwise affect the provisions hereof. Unless the context requires otherwise, all references herein to a law, regulation, agreement, instrument, or other document shall be deemed to refer to such law, regulation, agreement, instrument, or other document as amended, supplemented, modified, and restated from time to time to the extent permitted by the provisions thereof, and references to particular provisions of laws or regulations include a reference to the corresponding provisions of any succeeding law or regulation. The word "or" as used herein is not exclusive and is deemed to have the meaning "and/or." The words "herein," "hereof," "hereunder" and other compounds of the word "here" shall refer to the entire Agreement, including exhibits, and not to any particular provision hereof. The use herein of the word "including" following any general statement, term or matter shall not be construed to limit such statement, term or matter to the specific items or matters set forth immediately following such word or to similar items or matters, whether or not non-limiting language (such as "without limitation," "but not limited to," or words of similar import) is used with reference thereto, but rather shall be deemed to refer to all other items or matters that could reasonably fall within the broadest possible scope of such general statement, term or matter. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved against any Party, whether under any rule of construction or otherwise. On the contrary, this Agreement has been reviewed by each of the Parties and shall be construed and interpreted as if drafted jointly by the Parties and according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of the Parties.

12. **Third Party Beneficiaries.** Each Released Party that is not a signatory hereto shall be an intended third-party beneficiary of Executive's covenants, representations, and release of claims set forth in this Agreement and shall be entitled to enforce such covenants, representations, and release as if a Party hereto.

13. **Return of Property.** Within three days of the Resignation Date, Executive shall return to the Company all Company property in Executive's possession or control, including without limitation all keys, key cards, access cards, identification cards, security devices, Company credit cards, network access

devices, computers, cell phones, smartphones, equipment, manuals, reports, files, books, documents, email messages, recordings, data, and all other materials belonging to the Company or containing Confidential Information. Notwithstanding the foregoing, Executive may retain or be issued such Company property or systems access as the Company determines may be necessary in connection with the Consulting Services during the Consulting Period. Executive shall retain only that Company property or systems access after the Resignation Date that the Company specifically directs in writing.

14. **Breach of Agreement.** In the event Executive breaches any portion of this Agreement or the surviving confidentiality or restrictive covenant obligations expressly incorporated herein, the Company shall provide written notice describing the alleged breach in reasonable detail and Executive shall have five business days to cure such breach. If Executive fails to timely cure such breach, the Company may seek appropriate legal or equitable relief. To remedy such breach, the Company may, in its sole discretion (i) recover all or any portion of the amounts in Section 3 already paid to Executive from the date of such breach except for \$1,000.00, which the Parties agree constitutes consideration for the release of claims contained in this Agreement; (ii) to the extent any amount in Sections 3 or 4 has not been paid to Executive in full, terminate the remaining amounts and Executive will not be entitled to receive any further payments; (iii) recover attorneys' fees, expenses and costs the Company incurs in such action, and/or (iv) recover any and all other damages to which the Company may be entitled at law or in equity as a result of a breach of this Agreement.

15. **No Waiver.** No failure by any Party at any time to give notice of any breach by the other Party of, or to require compliance with, any condition or provision of this Agreement shall be deemed a waiver of similar or dissimilar provisions or conditions at the same or at any prior or subsequent time.

16. **Assignment.** This Agreement is personal to Executive and may not be assigned by Executive. The Company may assign its rights and obligations under this Agreement without Executive's consent, including to any other Released Party and to any successor (whether by merger, purchase or otherwise) to all or substantially all of the equity, assets, or businesses of the Company.

17. **Severability and Modification.** To the extent permitted by applicable law, the Parties agree that any term or provision of this Agreement (or part thereof) that renders such term or provision (or part thereof) or any other term or provision (or part thereof) of this Agreement invalid or unenforceable in any respect shall be severable and shall be modified or severed to the extent necessary to avoid rendering such term or provision (or part thereof) invalid or unenforceable, and such severance or modification shall be accomplished in the manner that most nearly preserves the benefit of the Parties' bargain hereunder.

18. **Withholding of Taxes.** The Company may, or may direct any other Released Party to, withhold from any payment made pursuant to this Agreement all federal, state, local, and other taxes as may be required pursuant to any law or governmental regulation or ruling. For the avoidance of doubt, the IPO Bonus paid pursuant to Section 3(a)(i) shall be processed through the Company's regular payroll process and shall be subject to applicable tax withholdings. The Consulting Fees paid pursuant to Section 4(d) shall not be subject to withholding, and Executive shall be solely responsible for reporting and remitting all applicable taxes on such amounts.

19. **Counterparts.** This Agreement may be executed in one or more counterparts (including portable document format (.pdf) and facsimile counterparts), each of which shall be deemed to be an original, but all of which together will constitute one and the same agreement.

20. **Section 409A.** Notwithstanding any provision of this Agreement to the contrary, all provisions of this Agreement are intended to comply with Section 409A of the Internal Revenue Code of 1986 (the "*Code*"), and the applicable Treasury regulations and administrative guidance issued thereunder (collectively, "*Section 409A*") or an exemption therefrom and shall be construed and administered in accordance with such intent. For purposes of Section 409A, each installment payment provided under this Agreement shall be treated as a separate payment. Notwithstanding the foregoing, the Company makes no

representations that the payment(s) and benefits provided under this Agreement comply with or are exempt from the requirements of Section 409A and in no event shall the Company or any other Released Party be liable for all or any portion of any taxes, penalties, interest, or other expenses that may be incurred by Executive on account of non-compliance with Section 409A. Any payments under this Agreement that may be excluded from Section 409A either as separation pay due to an involuntary separation from service or as a short-term deferral shall be excluded from Section 409A to the maximum extent possible.

*[Remainder of Page Intentionally Left Blank.
Signature Page Follows.]*

IN WITNESS WHEREOF, the Parties each have caused this Agreement to be executed as of the dates set forth beneath their names below and effective for all purposes as provided above.

THE COMPANY:

AMERICAN INTEGRITY INSURANCE GROUP, INC.

By: /s/ Robert Ritchie_____

Name: Robert Ritchie

Title: Chief Executive Officer

EXECUTIVE:

/s/ Ben Lurie_____

Name: Ben Lurie

Date: April 6, 2026

Signature Page
to General Release and Consulting Agreement

Exhibit A

GENERAL RELEASE OF CLAIMS

This Release of Claims (“**Release**”) given by Ben Lurie (“**Executive**”) and American Integrity Insurance Group, Inc., a Delaware corporation, its subsidiaries, affiliates, successors, and assigns (collectively, the “**Company**”) for the benefit of the Released Persons (defined below), is executed in consideration for the covenants made by the Company in the General Release and Consulting Agreement (the “**Agreement**”) to which this Release is attached. Capitalized terms used but not otherwise defined herein shall have the meanings set forth in the Agreement.

1. **General Release of Claims.** Executive, on behalf of Executive and Executive’s heirs, assigns, successors, personal and legal representatives, and agents, hereby unconditionally, knowingly, and voluntarily releases, waives, and forever discharges the Company and its affiliates, together with their respective owners, predecessors, successors, divisions, parents, subsidiaries, partnerships, and affiliates, as well as each of their past, present, and future directors, officers, executives, shareholders, representatives, employees, agents, attorneys, and all persons acting by, through, under, or in concert with them (collectively, the “**Released Persons**”) from each and every claim, complaint, action, liability, charge, promise, agreement, obligation, loss, cost, expense, suit, damage, demand, dispute or right of any sort or nature whatsoever, at law or in equity, relating to Executive’s employment with the Company or any of its affiliates, including, without limitation, the termination of such employment (collectively, “**Claims**”), whether known or unknown, asserted or not asserted, foreseen or unforeseen, to the extent arising out of or related to any and all acts, omissions, events, circumstances or facts existing or occurring on or before the date of this Release, including, but not limited to, any Claim arising under:

a. Title VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefits Protection Act; the Family and Medical Leave Act; the Americans with Disabilities Act; the Employee Retirement Income Security Act or the Worker Adjustment and Retraining Notification Act; any Claim arising out of or related to an express or implied employment contract, any other contract affecting terms and conditions of employment or a covenant of good faith and fair dealing; any tort or contract Claims; any personal gain with respect to any Claim arising under the qui tam provisions of the False Claims Act, 31 U.S.C. 3730;

b. All other municipal, federal, state and local law claims, including all claims for wrongful discharge, employment discrimination or harassment on any basis, retaliation, wages and compensation, only to the extent such claims are waivable by private agreement, leave of absence, failure to accommodate, defamation, breach of express or implied contract, fraud, malicious prosecution, invasion of privacy, false imprisonment, and emotional distress; and any Claim arising under any other federal, state or local statute, regulation, ordinance or order, or pursuant to any common law doctrine.

2. **ADEA Acknowledgement.** Executive represents that Executive has carefully read this release and understands that the foregoing releases Claims under the Age Discrimination in Employment Act of 1967, as amended, and that Executive understands that Executive is not releasing any Claims to the extent arising after the date of this Release.

3. **Claims Not Released.** This Release does not include, and Executive does not waive, any rights or claims: (i) that may arise after Executive signs this Release; (ii) that arise under any state’s workers’

compensation laws; (iii) for benefits in which Executive has a vested and/or accrued right under any pension plans or under any applicable plan, agreement, program, award, policy or arrangement of the Company; (iv) that cannot be released by law; (v) to enforce or to challenge the validity of this Release; or (vi) claims that Executive has in the capacity as a stockholder of the Company, as applicable; and (vii) any claim for compensation, benefits, indemnification, advancement of expenses, expense reimbursement as an employee, manager, director, member, or stockholder of the Company. Furthermore, notwithstanding any other term or provision of this Agreement, nothing in this Agreement is intended or shall be construed to prohibit Executive, with or without notice to the Company or any other Released Persons, from filing a charge with, directly communicating with or participating in any investigation or proceeding conducted by any local, state or federal agency regarding any possible law violation. Executive acknowledges and agrees, however, that, except with respect to any award pursuant to 15 U.S.C. §78u-6 or any award administered by the U.S. Occupational Safety and Health Administration, Executive waives any right to monetary damages, attorneys' fees, costs and equitable remedies related to or arising from any such charge, or ensuing complaint or lawsuit, filed by Executive or on Executive's behalf, except as otherwise prohibited by law.

4. **Representations & Warranties.** By signing this Release, Executive acknowledges and agrees that Executive: (i) has been paid for all hours worked, including overtime pay where applicable; (ii) has reported any injuries Executive may have received during the course of Executive's employment with the Company; (iii) has not filed or initiated any legal or other proceedings against any of the Released Persons, except as permitted by Section 3 above; (iv) no such proceedings have been initiated against any of the Released Persons on Executive's behalf, except as permitted by Section 3 above; (v) is the sole owner of all the claims that are released above; (vi) none of these claims has been transferred or assigned or caused to be transferred or assigned to any other person, firm or other legal entity; and (vii) has the full right and power to grant, execute, and deliver the releases, undertakings, and agreements contained in this Release. Executive acknowledges that these representations are material inducements for the Company entering into this Release.

5. **No Admission of Liability.** Nothing in this Release is intended to or shall be construed as an admission by the Company or any of the other Released Persons that it violated any law, interfered with any right, breached any obligation, or otherwise engaged in any improper or illegal conduct with respect to Executive or otherwise, the Released Persons expressly denying any such illegal or wrongful conduct.

6. **No Known Injuries or Claims.** Executive affirms, covenants and warrants that Executive has made no claim for illness or injury against, nor is Executive aware of any facts supporting any claim against, the Released Persons under which the Released Persons could be liable for medical expenses incurred by Executive before or after the execution of this Agreement. For the avoidance of doubt, nothing in this Section waives any rights under applicable workers' compensation laws.

7. **Executive Acknowledgments; Review and Revocation Rights.** EXECUTIVE ACKNOWLEDGES THAT EXECUTIVE UNDERSTANDS THE TERMS AND EFFECT OF THIS RELEASE, THAT THE CONSIDERATION GIVEN BY THE COMPANY IN EXCHANGE FOR THIS RELEASE IS IN ADDITION TO ANYTHING OF VALUE TO WHICH EXECUTIVE IS ENTITLED OTHERWISE, THAT EXECUTIVE HAS BEEN ADVISED TO AND GIVEN AN OPPORTUNITY TO CONSULT WITH AN ATTORNEY PRIOR TO EXECUTING THIS RELEASE, AND THAT EXECUTIVE HAS HAD AT LEAST 21 DAYS TO CONSIDER WHETHER TO EXECUTE THIS RELEASE. IF EXECUTIVE IS 40 YEARS OF AGE OR OLDER ON THE DATE THAT EXECUTIVE EXECUTES THIS RELEASE, EXECUTIVE FURTHER ACKNOWLEDGES THAT ANY MATERIAL OR NON-MATERIAL CHANGES TO THIS RELEASE AFTER IT HAS BEEN GIVEN TO EXECUTIVE WILL NOT RESTART OR

EXTEND THE 21 DAY PERIOD AND THAT WITHIN SEVEN DAYS FROM THE DATE OF THE EXECUTION OF THIS RELEASE, EXECUTIVE MAY, AT EXECUTIVE'S SOLE OPTION, REVOKE THIS RELEASE UPON WRITTEN NOTICE TO THE COMPANY AND THAT THIS RELEASE WILL NOT BECOME EFFECTIVE UNTIL THE SEVEN DAY REVOCATION PERIOD HAS EXPIRED. EXECUTIVE ACKNOWLEDGES THAT EXECUTIVE HAS HAD THE OPPORTUNITY TO CONSULT WITH INDEPENDENT LEGAL COUNSEL BEFORE SIGNING THIS RELEASE.

8. **Governing Law.** This Agreement shall be governed by, and construed in accordance with, the laws of the State of Florida, without regard to any conflicts of law provision that would result in the application of the law of any other jurisdiction.

9. **Amendment; Counterparts.** The provisions of this Agreement may be amended, modified or waived only with the prior written consent of the Company and Executive, and no course of conduct or failure or delay in enforcing the provisions of this Agreement shall be construed as a waiver of such provisions or affect the validity, binding effect or enforceability of this Agreement or any provision hereof. This Agreement may be executed in multiple counterparts, whether or not all signatories appear on these counterparts, and each counterpart shall be deemed an original for all purposes. Signatures delivered electronically (including via PDF or DocuSign) shall be deemed original.

*[Remainder of Page Intentionally Left Blank.
Signature Page Follows.]*

IN WITNESS WHEREOF, the Company and Executive have caused this Agreement to be executed and effective as of the Resignation Date.

EXECUTIVE:

/s/ Ben Lurie
Ben Lurie

Date: April 6, 2026

THE COMPANY:

**AMERICAN INTEGRITY INSURANCE
GROUP, INC.**

By: /s/ Robert Ritchie
Name: Robert Ritchie
Title: Chief Executive Officer

Date: April 6, 2026

Signature Page to General Release
of Claims



American Integrity Insurance Group, Inc. Appoints Brian Foley as Chief Financial Officer

TAMPA, Fla., April 6, 2026 (GLOBE NEWSWIRE) — American Integrity Insurance Group, Inc. (NYSE: AII) (“American Integrity,” “we,” “us,” “our” or the “Company”), a Tampa-based property and casualty insurance holding company and one of Florida’s leading providers of residential property insurance, today announced the appointment of Brian Foley as Chief Financial Officer, effective April 6, 2026.

Mr. Foley succeeds Ben Lurie, who will transition to a consulting role and continue to serve on the board of directors of the Company’s insurance subsidiary, as well as co-chairman of its investment committee. Mr. Lurie is returning to his role as Chief Financial Officer of Sowell & Co., the founding investor of American Integrity.

Mr. Foley joins American Integrity at a defining point in the Company’s evolution—following its successful public listing and amid sustained profitable growth, expanding market presence, and increasing operating scale.

Mr. Foley brings more than a decade of experience at the intersection of capital markets and the insurance industry, with a demonstrated track record in capital formation, mergers and acquisitions, and strategic financial leadership.

Most recently, Mr. Foley served as an investment banker at Keefe, Bruyette & Woods, A Stifel Company (“KBW”), where he advised insurance companies on a broad range of capital raising and strategic transactions. Over his 11-year tenure within KBW’s Insurance and Asset Management group, he advanced from analyst to Director and served as a trusted advisor on numerous high-profile transactions, including American Integrity’s 2025 initial public offering and subsequent follow-on offering.

Earlier in his career, Mr. Foley was an equity analyst at Balyasny Asset Management, where he focused on the property and casualty insurance sector and contributed to investment strategy within a long/short market-neutral portfolio. He began his career at PricewaterhouseCoopers as an Audit Associate in the firm’s financial institutions practice.

Mr. Foley holds a Bachelor of Science in Finance and Accounting from the University of Delaware.

“Brian is an exceptional addition to our leadership team at a defining moment in our Company’s journey,” said Robert Ritchie, Chief Executive Officer. “He combines deep capital markets expertise with a clear understanding of our business, our industry, and the long-term opportunity ahead. As we look to continue to scale with discipline and purpose, Brian will play a central role in our goals to strengthen our financial strategy, deepen investor engagement, and drive sustained stockholder value.”

Jon Ritchie, President, added, “Brian brings a level of rigor, perspective, and alignment that is rare. He has been close to our story, understands the mechanics of our business, and appreciates the discipline



required to win in this market. As we continue to grow, his leadership will be instrumental in how we allocate capital, execute with consistency, and deliver on our long-term objectives.”

Robert Ritchie added, “I also want to thank Ben Lurie for his outstanding leadership during one of the most important chapters in our Company’s history. Ben helped guide American Integrity through its transition to a public company with discipline, integrity, and excellence. We are grateful that he will continue to contribute his insight and experience in his ongoing roles with the Company.”

About American Integrity Insurance Group, Inc.

American Integrity Insurance Group, Inc. (NYSE: AII) is a leading provider of residential property insurance, focused on delivering innovative, reliable coverage to homeowners throughout the Southeast. Built on a foundation of integrity, resilience, and service, the Company’s mission is to be the most trusted and responsive insurance solution in the markets it serves.

Founded in 2006 and headquartered in Tampa, Florida, American Integrity is committed to protecting policyholders with strength and purpose—today and for generations to come. For more information, visit www.aii.com.

Company Contact

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