



## Stronghold Insurance Company, Inc.

### Board Succession Policy

- To guarantee the transfer of Corporation leadership, the Board shall ensure an effective succession planning for its Board of Directors and the Management.
- The compulsory retirement age for employees shall be in accordance as ordered under the provisions of the Labor Code of the Philippines that includes where the retirement age for directors shall be at eighty (80) years old.
- The Board may, at its discussion, amend this policy, as it may deem appropriate, as well as taking into consideration local and global trends and practices, including the stature and expertise or eligibility of a director.