



Stronghold Insurance Company, Inc.

Performance and Assessment of Directors and Key Officers

- The Board of Directors and Key Officers of the Management that includes the President and the CEO shall conduct an annual self-assessment exercise of its performance.
- The Performance Assessment shall provide a venue for the Board members to identify its priorities and the Corporation for the succeeding year. It shall comprise an appraisal of the Board, individual directors, the different Board Committees, as well as of the Management.
- The self-assessment exercise shall be done through a self-evaluation questionnaire. This process of analyzing oneself shall be supported by an external facilitator every three (3) years.
- In addition, the questionnaire shall cover a thorough evaluation criteria focusing on:
 - Structure, efficiency, and effectiveness of the Board
 - Participation and engagement of each Board member
 - Contribution of each Board member to their respective Committees as well as the performance of management
 - Attendance at board and committee meetings
 - Participation in boardroom discussions and manner of voting on material issues
- The criteria shall also reflect the specific duties, responsibilities, and accountabilities of each Board member assessed.
- Results of the performance evaluation shall be conjoint to the other human resource activities such as training and development, remuneration, and succession planning.