



THE PREMIER INSURANCE & SURETY CORPORATION

BOARD DIVERSITY POLICY

I. PURPOSE AND MISSION

This Policy aims to achieve a diverse distribution of demographic attributes and characteristics of TPISC's Board of Directors in order to maximize the company's performance and decision-making.

II. POLICY STATEMENT

Elections and appointments to the Board shall be primarily based on merit and qualification, which are essential elements in attaining the Company's Mission and Vision. These qualification standards are ensured through a balanced selection of expertise, competencies, gender, and age. In practice, TPISC's Board of Directors have diversified business experiences in insurance, corporate governance, finance and risk management, accounting, marketing, technology and legal affairs.

III. MONITORING AND REPORTING

The Nomination Committee takes charge of the review and qualification of each member of the Board, elected and appointed. This is in line with Article VII, Section 8 of the Company's Amended By-Laws. The committee ensures that the Board composition is regularly reviewed and formulates succession planning in coordination with the company's concerned Departments.

IV. DISCLOSURE OF THE POLICY

This policy will be published on the company's website together with the annual Board Diversity Matrix.