



PRU LIFE U.K.

Management (including CEO) Performance Assessment Form for 2023

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In accordance with the requirements of the Revised Code of Corporate Governance for Insurance Commission Regulated Companies, kindly assess the performance of the Management, as well as the performance of the President and Chief Executive Officer by selecting a numerical value (1 to 5, 5 being the highest) for each item. Additional comments may be indicated in the space provided.

Part I: Management Performance Assessment

Part I: Management Performance Assessment

1. The Board is confident of the Management's qualifications, with each member thereof being a person of competence and integrity.

Required

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2

1

Comments *(optional)*

2. Management provides the Board with complete, adequate, and timely information about the matters to be taken up during their meetings.

Required

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Comments *(optional)*

3. The Board is secure with Management's strategies to implement and execute the approved plans, goals, and targets and is satisfied in the Management's ability to perform its responsibilities in the best interest of the Corporation.

Required

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Comments *(optional)*

4. Management has established and maintained an adequate, effective, and efficient internal control framework and functional and effective risk management system that provides a systematic process for the identification of risks and assessment of their potential impact.

Required

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Comments *(optional)*

5. Management promptly responds to the Internal Auditor's findings and recommendations.

Required

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Comments *(optional)*

6. Management has formulated the rules and procedures on financial reporting and internal controls.

Required

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Comments *(optional)*

7. Management has efficiently managed credit, market, liquidity, operational, legal, and other risk exposures of the Corporation, promptly reporting and communicating to the Board any risk exposures and risk management activities, and the Board is confident that the Management addresses the same appropriately.

Required

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Comments *(optional)*



Part II. CEO Assessment

Part II. CEO Assessment

1. The President and Chief Executive Officer is a person of integrity who inspires respect and sets high personal standards in pursuing goals with an excellent level of personal drive and energy.

Required

- 5
- 4
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- 2
- 1

Comments *(optional)*

2. The President and Chief Executive Officer clearly defines, communicates, and implements the Corporation's vision, mission, values, and overall strategy, promoting any organizational or stakeholder change in relation to the same.

Required

- 5
- 4
- 3
- 2
- 1

Comments *(optional)*

3. The President and Chief Executive Officer has been efficient and effective in his general supervision, administration and management of the business of the Corporation.

Required

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Comments *(optional)*

4. The President and Chief Executive Officer has integrated the dynamic requirements of the business as a going concern and future expansionary prospects within the realm of good corporate governance at all times.

Required

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Comments *(optional)*

5. The President and Chief Executive Officer has established general administrative and operating policies and initiated and developed programs for management training and development.

Required

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Comments *(optional)*

6. He has performed the following functions:

(a) determination of the Corporation's strategic direction and formulation and implementation of its strategic plan on the direction of the business;

Required

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(b) oversight of the operations of the Corporation and management of human and financial resources in accordance with the strategic plan;

Required

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(c) possession of a good working knowledge of the Corporation's industry and market, including updates with regard to its core business purpose;

Required

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(d) direction, evaluation and guidance of the work of the key officers of the Corporation;

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Required

- 5
- 4
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- 1

(e) prudent management of the Corporation's resources and maintenance of a proper balance of the same;

Required

- 5
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- 1

(f) providing the Board with timely information and interfacing between the Board and employees;

Required

- 5
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- 1

(g) building the corporate culture and motivating the employees of the Corporation; and

Required

- 5
- 4

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(h) functioning as the link between internal operations and external stakeholders.

Required

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Comments *(optional)*

7. The President and Chief Executive Officer has been accountable for the Corporation's organization and procedural controls.

Required

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Comments *(optional)*

SUBMISSION PAGE

Thank you for your participation in this questionnaire!

Select the submit option to mark your responses as final and complete your participation in this questionnaire. If you would like to review or change any of your responses, use the previous button to access prior pages.