

COMPANY NAME:	PARAMOUNT LIFE & GENERAL INSURANCE CORPORATION		COMPANY STRUCTURE:	
CLASS	3			
DATE OF FINANCIAL YEAR END	31/12/2019			
SECTOR	INSURANCE			
<b>B. Equitable Treatment of Shareholders</b>				
<b>B.1</b>	<b>Shares and voting rights</b>		<b>Y/ N</b>	<b>Reference/Source document</b>
B.1.1	Do the company's ordinary or common shares have one vote for one share?	<p><b>OECD Principle III</b>  <b>(A) All shareholders of the same series of a class should be treated equally.</b>            (1) Within any series of a class, all shares should carry the same rights. All investors should be able to obtain information about the rights attached to all series and classes of shares before they purchase. Any changes in voting rights should be subject to approval by those classes of shares which are negatively affected.</p>	Y	<a href="#">Revised Manual on Corporate Governance, Article XI, Section 2, page 25</a>
B.1.2	Where the company has more than one class of shares, does the company publicise the voting rights attached to each class of shares (e.g. through the company website / reports/ the stock exchange/ the regulator's website)?	<p><b>ICGN 8.3.1 Unequal voting rights</b>            Companies ordinary or common shares should feature one vote for one share. Divergence from a 'one-share, one-vote' standard which gives certain shareholders power which is disproportionate to their equity ownership should be both disclosed and justified.</p>	Y	Not applicable.  The Company does not have more than one class of shares.

<b>B.2 Notice of AGM</b>				
B.2.1	Does each resolution in the most recent AGM deal with only one item, i.e., there is no bundling of several items into the same resolution?	<p><b>OECD Principle II</b> (C) Shareholders should have the opportunity to participate effectively and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern shareholder meetings:</p> <p>(1) Shareholders should be furnished with sufficient and timely information concerning the date, location and agenda of general meetings, as well as full and timely information regarding the issues to be decided at the meeting.</p> <p>(3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.</p> <p><b>OECD Principle II</b> (A) All shareholders of the same series of a class should be treated equally. (4) Impediments to cross border voting should be eliminated.</p>	Y	<p><a href="#">Minutes of Annual Stockholders' Meeting held on 19 June 2019;</a></p> <p><a href="#">Notice of Annual Shareholders Meeting</a></p>
B.2.2	Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local-language version?		Y	<a href="#">Notice of Annual Shareholders Meeting</a>
<b>Does the notice of AGM/circulars have the following details:</b>				
B.2.3	Are the profiles of directors/commissioners (at least age, academic qualification, date of first appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	<p>(3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.</p> <p><b>OECD Principle II</b> (A) All shareholders of the same series of a class should be treated equally. (4) Impediments to cross border voting should be eliminated.</p>	Y	<p><a href="#">Notice of Annual Shareholders Meeting;</a></p> <p><a href="#">Digital Annual Report</a></p>
B.2.4	Are the auditors seeking appointment/re-appointment clearly identified?	<p><b>ICGN 8.3.2 Shareholder participation in governance</b></p> <p>Shareholders should have the right to participate in key corporate governance decisions, such as the right to nominate, appoint and remove directors in an individual basis and also the right to appoint external auditor.</p>	Y	<p><a href="#">Minutes of Annual Shareholders Meeting held on 19 June 2019, item No. 8 - Appointment of External Auditors;</a></p> <p><a href="#">Notice of Annual Shareholders Meeting;</a></p> <p><a href="#">Digital Annual Report</a></p>
B.2.5	Has an explanation of the dividend policy been provided?	<p><b>ICGN 8.4.1 Shareholder ownership rights</b></p> <p>The exercise of ownership rights by all shareholders should be facilitated, including giving shareholders timely and adequate notice of all matters proposed for shareholder vote.</p>	Y	<p><a href="#">Revised Manual on Corporate Governance, Article XI, Section 7, page 26;</a></p> <p><a href="#">By-Laws, Article VII, Section 3, page 9;</a></p>

B.2.6	Is the amount payable for final dividends disclosed?		Y	Any amount payable for final dividends is disclosed in Minutes of Annual Shareholders Meeting held on 19 June 2019, item No. 9 - Dividend Policy;  <u>Notice of Annual Shareholders Meeting;</u>
B.2.7	Were the proxy documents made easily available?		Y	The Corporate Secretary is available at all times to assist Shareholders who may want to exercise voting by proxy. The proxy form is downloadable from the website. In case of the absence of the Corporate Secretary the Assistant Corporate Secretary will assist.
<b>B.3 Insider trading and abusive self-dealing should be prohibited.</b>				
B.3.1	Does the company have policies and/or rules prohibiting directors/ commissioners and employees to benefit from knowledge which is not generally available to the market?	<b>OECD Principle III (B) Insider trading and abusive dealing should be prohibited</b>  <b>ICGN 3.5 Employee share dealing</b> Companies should have clear rules regarding any trading by directors and employees in the company's own securities. Among other issues, these must seek to ensure individuals do not benefit from knowledge which is not generally available to the market.	Y	<u>Digital Annual Report</u>
B.3.2	Are the directors / commissioners required to report their dealings in company shares within 3 business days?	<b>ICGN 8.5 Shareholder rights of action</b> ... Minority shareholders should be afforded protection and remedies against abusive or oppressive conduct.”	Y	<u>Digital Annual Report</u>

<b>B.4 Related party transactions by directors and key executives.</b>				
B.4.1	Does the company have a policy requiring directors /commissioners to disclose their interest in transactions and any other conflicts of interest?	<p><b>OECD Principle III</b> (C) Members of the board and key executives should be required to disclose to the board whether they, directly, indirectly or on behalf of third parties, have a material interest in any transaction or matter directly affecting the corporation.</p> <p><b>ICGN 2.11.1 Related party transactions</b> Companies should have a process for reviewing and monitoring any related party transaction. A committee of independent directors should review significant related party transactions to determine whether they are in the best interests of the company and if so to determine what terms are fair.</p> <p><b>ICGN 2.11.2 Director conflicts of interest</b> Companies should have a process for identifying and managing conflicts of interest directors may have. If a director has an interest in a matter under consideration by the board, then the director should not participate in those discussions and the board should follow any further appropriate processes. Individual directors should be conscious of shareholder and public perceptions and seek to avoid situations where there might be an appearance of a conflict of interest.</p>	Y	<p><a href="#">Revised Manual on Corporate Governance, Article IV, Section 6-B, page 14; Article X, Section 2, page 24;</a></p> <p><a href="#">Conflict of Interest Policy;</a></p> <p><a href="#">Related Party Transaction Policy effective 3 April 2018;</a></p> <p><a href="#">Digital Annual Report</a></p>
B.4.2	Does the company have a policy requiring a committee of independent directors/commissioners to review material/significant RPTs to determine whether they are in the best interests of the company and shareholders?	<p><b>ICGN 2.11.2 Director conflicts of interest</b> Companies should have a process for identifying and managing conflicts of interest directors may have. If a director has an interest in a matter under consideration by the board, then the director should not participate in those discussions and the board should follow any further appropriate processes. Individual directors should be conscious of shareholder and public perceptions and seek to avoid situations where there might be an appearance of a conflict of interest.</p>	Y	<p><a href="#">Related Party Transaction Policy effective 3 April 2018;</a></p> <p><a href="#">Digital Annual Report</a></p>
B.4.3	Does the company have a policy requiring board members (directors/ commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	<p><b>ICGN 2.11.2 Director conflicts of interest</b> Companies should have a process for identifying and managing conflicts of interest directors may have. If a director has an interest in a matter under consideration by the board, then the director should not participate in those discussions and the board should follow any further appropriate processes. Individual directors should be conscious of shareholder and public perceptions and seek to avoid situations where there might be an appearance of a conflict of interest.</p>	Y	<p><a href="#">Revised Manual on Corporate Governance, Article IV, Section 6, page 14; Article X, Section 2, Page 24;</a></p> <p><a href="#">Conflict of Interest Policy;</a></p> <p><a href="#">Related Party Transaction Policy effective 3 April 2018.</a></p>
B.4.4	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?		Y	<p><a href="#">Revised Manual on Corporate Governance, Article IV, Section 6, page 14;</a></p> <p><a href="#">Related Party Transaction Policy effective 3 April 2018;</a></p> <p><a href="#">Digital Annual Report</a></p>

**B.5 Protecting minority shareholders from abusive actions**

<p>B.5.1</p>	<p>Were there any RPTs that can be classified as financial assistance to entities other than wholly-owned subsidiary companies?</p>	<p>OECD Principle III (A) All shareholders of the same series of a class should be treated equally. (2) Minority shareholders should be protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly, and should have effective means of redress.</p> <p><b>ICGN 2.11.1 Related party transactions</b> Companies should have a process for reviewing and monitoring any related party transaction. A committee of independent directors should review significant related party transactions to determine whether they are in the best interests of the company and if so to determine what terms are fair.</p> <p><b>ICGN 2.11.2 Director conflicts of interest</b> Companies should have a process for identifying and managing conflicts of interest directors may have. If a director has an interest in a matter under consideration by the board, then the director should not participate in those discussions and the board should follow any further appropriate processes. Individual directors should be conscious of shareholder and public perceptions and seek to avoid situations where there might be an appearance of a conflict of interest.</p> <p><b>ICGN 8.5 Shareholder rights of action</b> Shareholders should be afforded rights of action and remedies which are readily accessible in order to redress conduct of company which treats them inequitably. Minority shareholders should be afforded protection and remedies against abusive or oppressive conduct.</p>	<p>N</p>	<p>The company has no RPTs that can be classified as financial assistance to entities other than wholly-owned subsidiary companies.</p> <p>See Audited Financial Statements.</p>
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B.5.2	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?		Y	<u>Related Party Transaction Policy effective 3 April 2018;</u> <u>Audited Financial Statements;</u> <u>Digital Annual Report</u>
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