

Leadway Pensure PFA Limited



Shareholders' Engagement Policy

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1. Introduction

- 1.1 The Board and Management of Leadway Pensure PFA Limited ("LPPFA" or "the Company") recognizes the importance of open and constructive communication with its shareholders. To facilitate such engagement, the Company has adopted this Shareholder Engagement Policy ("the Policy") to promote open and sustained dialogue with shareholders.
- 1.2 Communication with shareholders is key to transparency and facilitates a full and fair understanding of the Company.

2. Principles

The Policy rests upon the following principles:

- 2.1 A proactive step to encourage shareholder engagement in corporate life by forging a sense of belonging and maintaining constructive, ongoing and effective dialogue with the shareholders that helps align their interests and those of the Company.
- 2.2 Shareholder engagement is ultimately sought to enable the Board of Directors become apprised of the shareholders' opinions and concerns in the areas of corporate governance and the sustainable development strategy of the Company.

3. Shareholder Communication

With the Board:

- 3.1 Leadway Pensure PFA Limited believes that communication with shareholders is key to transparency and facilitates a full and fair understanding of the Company. The Company seeks to communicate with shareholders through a variety of channels, including the Annual Report, One-on-One Engagements, News Releases, Website and Presentations at the Annual General Meeting and other Fora as may be required.
- 3.2 The main channel for shareholder communication is the Annual General Meeting. At each Annual General Meeting, the chairmen of each Board Committee will be available to respond to shareholder questions. The Board encourages shareholders to attend the General Meetings as it provides a valuable opportunity to discuss the Company, its corporate governance and other important matters with the Board.
- 3.3 The Company's External Auditor is also present at Annual General Meetings to answer questions about the Company's financial statements.
- 3.4 The Board also encourages shareholder participation through informal meetings as may be required without detracting from the powers of the shareholders at Annual General Meetings.
- 3.5 Shareholders are encouraged to be specific in their communications such that the inquiries can be directed to appropriate contacts and replied to efficiently and effectively.

3.6 The Company Secretary is designated by the Board of Directors as its agent to receive and review communications and meeting requests addressed to directors.

3.7 Shareholders may wish to communicate with the Board on:

- 3.7.1 Board structure and composition.
- 3.7.2 Board Performance.
- 3.7.3 Remuneration Policies for Directors.
- 3.7.4 Board Succession Planning.
- 3.7.5 Corporate Governance Practices and Disclosure Requirements.
- 3.7.6 Board and Board Committee Oversight Responsibilities
- 3.7.7 Risk Management.
- 3.7.8 Overall Corporate Performance.

3.8 Shareholders may contact the Board, including the Chairmen of the Board Committees by mail in an envelope marked "confidential" or email through the office of the Company Secretary as follows:

Mailing address:

The Board of Directors
Leadway Pensure PFA Limited
(c/o the Company Secretary)
121/123, Funsho Williams Avenue
Surulere, Lagos

Email address

c-secretariat@leadway-pensure.com

With Management:

3.9 The MD/CEO is Management's primary spokesperson. From time to time, the MD/CEO may authorize any of the Executive Directors to communicate to the media or shareholders about the Company and/or its financial results.

3.10 Questions or concerns regarding the Company's general business operations, financial results, strategic direction and similar matters are most appropriately addressed by Management. Management will endeavour to respond to all appropriate correspondence in a timely manner.

3.11 Shareholders may contact the Company's Management by mail, in an envelope marked "confidential", or email as follows:

Mailing address:

The Managing Director
Leadway Pensure PFA Limited
121/123, Funsho Williams Avenue
Surulere, Lagos

Email address

Ex-Co@leadway-pensure.com

4. Review

- 4.1 The Board and Management recognize that shareholder engagement is an evolving practice and will review this policy at least once in 2 (two) years or earlier as may be required to ensure that it is effective in achieving its objectives.