




Components evaluated




Grupo SURA's Board of Directors has been evaluated based on the 8 performance components covered by the PwC Methodology which comprehensively covers each of the aspects in which a Board plays a fundamental role for the Company, as described below:


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Composition and structure
Forming a tailor-made Board structure: well-balanced in terms of independence, experience and expertise
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Working order
Improving the efficiency and effectiveness of the operating procedures of both the Board of Directors and its Committees.
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Strategic approach
Supervising the Company's strategy, its handling, development and implementation.
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Risk approach
Supervising and managing the different risks to which the Company is exposed
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Ethics and Good Governance
Incorporating a culture of ethical conduct throughout the entire Organization
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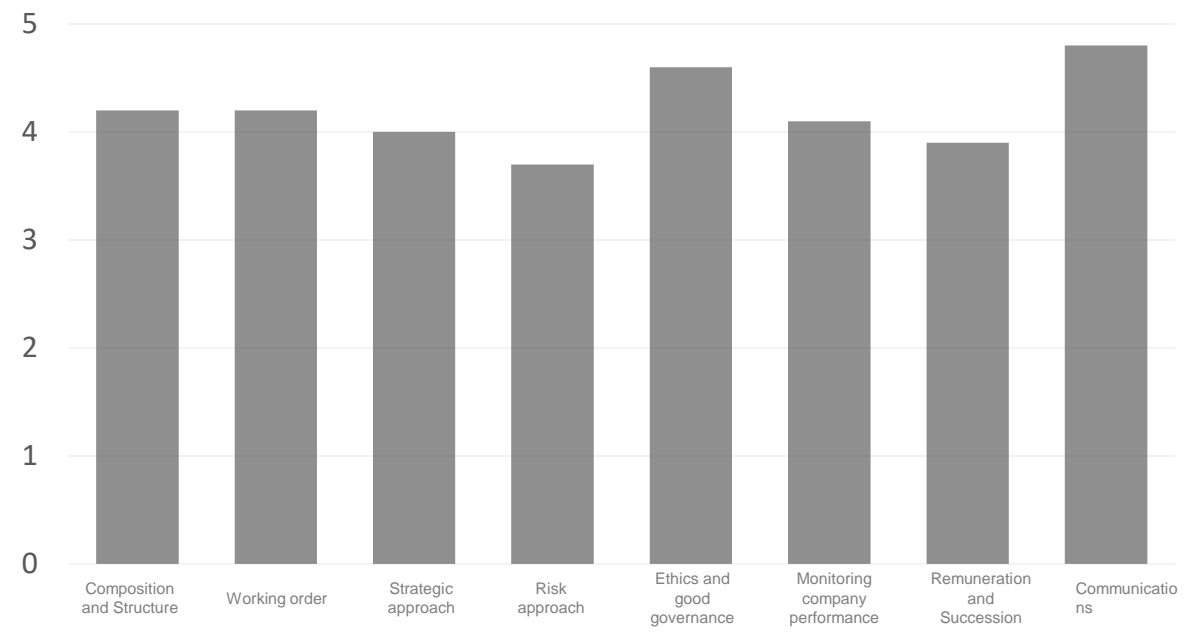
Monitoring company performance
Ascertaining and monitoring effective metrics, that help the members of the Board to understand both the Organizations' current performance and the challenges it faces.
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Remuneration and Succession
Attracting and retaining the best human talent, ensuring equitable succession and compensation plans for Senior Management and the members of the Board.
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Communications
Optimizing information channels so as to allow clear, effective, and transparent communications between the members of the Board of Directors and Senior Management.

Board Performance Evaluation

The following are the results obtained for each of the 8 components evaluated:



Average

4.2	4.2	4	3.7	4.6	4.1	3.9	4.8
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Scale	Score
1.	Improvement needed
2	Average
3	Good
4	Very good
5	Excellent