

PROTECTIVE LIFE CORPORATION
AUDIT COMMITTEE CHARTER
(Amended and Restated February 21, 2023)

- I. **Purpose.** The Audit Committee ("Committee") of the Board of Directors (the "Board") of Protective Life Corporation ("Company") is responsible for overseeing the Company's financial reporting and control processes on behalf of the Board of Directors, which includes assisting Board oversight of (1) the integrity of the Company's financial statements, (2) the Company's compliance with legal and regulatory requirements, (3) the Independent Outside Auditor's qualifications and independence, and (4) the performance of the Company's internal audit function and the Independent Outside Auditor. The Audit Committee members are not professional accountants or auditors, and their functions are not intended to duplicate or to certify the activities of management and the Company's internal auditor and Independent Outside Auditor.
- II. **Duties and Responsibilities.** The Committee will pursue and carry out its assigned tasks by performing the specific duties and responsibilities outlined below.
- A. **Controls.** The Committee will discuss with management and the Company's internal and Independent Outside Auditor the Company's controls relating to:
- Safeguarding assets
 - Disbursement of funds
 - Preparation of financial statements
 - Possible fraudulent or illegal matters
 - Electronic data processing security
 - Standards of business conduct
 - Political contributions
 - Conflict of interest
 - Litigation and contingent liabilities
- B. **Internal Audit.** With regard to the Company's internal audit functions, the Committee will oversee the internal audit function, including the following:
1. Review on at least an annual basis, the Internal Audit Charter, internal audit resource plan, and the risk-based internal audit plan.
 2. Review and discuss Internal Audit reports on the results of audits conducted and other control matters determined by the internal auditor that warrant the Audit Committee's attention.
 3. Review with management and Internal Audit, management's Report on Internal Control and the effectiveness of the Company's internal control over financial reporting.
 4. Review the results of a periodic internal audit quality assurance assessment to ensure that the internal auditing function is operating effectively and in accordance with the Standards for the Professional Practice of Internal Auditing.

5. Review, outside the presence of management, management's cooperation with the Internal Audit staff in conducting its audits.
6. Review, outside the presence of the Independent Outside Auditor, coordination of the Internal Audit function with the work of the Independent Outside Auditor.
7. Maintain procedures whereby the Internal Auditor may consult directly with the Committee as the Internal Auditor deems necessary. Review internal audit's responsibilities and ensure unrestricted access by internal auditors to relevant records, personnel and physical properties.
8. Consult on the appointment, and annually review the performance, remuneration and independence of the Internal Auditor. Such consultation may be delegated to one or more designated members of the Committee. The decisions of any member to whom consultation is delegated shall be presented to the full Committee at its next scheduled meeting.
9. Review and concur on the replacement and dismissal of the Internal Auditor. Such review and concurrence may be delegated to one or more designated members of the Committee. The decisions of any member to whom review and concurrence is delegated shall be presented to the full Committee at its next scheduled meeting.

C. Independent Public Accounting Function. With regard to the Company's independent auditing function performed by registered public accounting firms (also referred to as "Independent Outside Auditor"), the Committee will:

1. Directly appoint, retain, compensate, evaluate, and, if appropriate, terminate the Independent Outside Auditor. The Committee may, in its discretion, seek Share Owner ratification of its appointment of the Independent Outside Auditor.
2. Serve as the corporate body to which the Independent Outside Auditor directly reports and be directly responsible for the oversight of the Independent Outside Auditor.
3. Assess the independence of the Independent Outside Auditor including, but not limited to, the following actions:
 - Obtain from the Independent Outside Auditor a formal written statement setting forth all relationships between the Independent Outside Auditor and the Company, consistent with Rule 3526 of the Public Company Accounting Oversight Board, "Communication with Audit Committees Concerning Independence";
 - Review and discuss all non-audit functions performed by the Independent Outside Auditor, the fees earned thereon, and the potential effect of such on the independence of the Independent Outside Auditor; and

- Review and discuss with the Independent Outside Auditor any disclosed relationships or services that may impact the objectivity and independence of the Independent Outside Auditor.
4. Take appropriate action with respect to the independence of the Independent Outside Auditor. Report conclusions with respect to the independence of the Independent Outside Auditor to the Board.
 5. Have sole authority to approve all audit engagement fees and terms, as well as pre-approval of all non-audit services, for the Company and its subsidiaries, with the Independent Outside Auditor. Such authority may be delegated to one or more designated members of the Committee. The decisions of any member to whom authority is delegated shall be presented to the full Committee at its next scheduled meeting.
 6. For non-assurance services provided to an entity that controls, directly or indirectly, the Company and its subsidiaries, assess the Independent Outside Auditor's determination that the service is not prohibited and will not create a threat to the Independent Outside Auditor's independence.
 7. Before the annual audit, review its scope.
 8. Review and discuss with management and the Independent Outside Auditor the annual audited financial statements, quarterly financial statements, any footnotes thereto, summary of uncorrected misstatements, and the Independent Outside Auditor's written opinion.
 9. Discuss with the Independent Outside Auditor the Independent Outside Auditor's judgments concerning the quality, not just the acceptability, of accounting principles applied by the Company in its financial reporting, including the Independent Outside Auditor's judgments concerning:
 - Clarity of the Company's financial disclosures,
 - Degree of aggressiveness or conservatism of the Company's accounting principles and underlying estimates, and
 - Other significant decisions made by management in preparing the financial disclosures reviewed by the Independent Outside Auditor.
 10. Review with the Independent Outside Auditor any material change in basic accounting principles or reporting standards which, if used in preparation of the Company's financial statements, would result in qualification of the opinion regarding consistency of the application of accounting principles.
 11. Review, outside the presence of management and the internal auditor, the adequacy of cooperation by management and the internal auditor with the Independent Outside Auditor in:
 - Conducting the annual audit,
 - Any material disagreements between such accountants and management, and

- Any audit problems or difficulties and management's response.

12. Meet privately at least once each year with the Independent Outside Auditor to discuss the sufficiency of the Internal Audit staffing and program.
13. Review, outside the presence of the Independent Outside Auditor, the competence and performance of the Independent Outside Auditor and its audit team assigned to the Company including lead partner performance and rotation. This review will be conducted at least annually. In carrying out this responsibility, the Committee will obtain and review a report by the Independent Outside Auditor describing the firm's internal quality-control procedures; any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the firm, and any steps taken to deal with any such issues.

D. Other. The Committee will:

1. Discuss the Company's financial information and earnings guidance, if any, provided to analysts and rating agencies. The Committee's responsibility may be done generally (*i.e.*, discussion of the types of information to be disclosed and the type of presentation to be made). The Committee need not discuss in advance each such financial disclosure or each instance in which the Company may provide earnings guidance.
2. As appropriate, obtain advice and assistance from outside legal, accounting, or other advisors. The Committee is empowered to retain these advisors at Company expense without seeking Board approval.
3. Discuss the Company's policies with respect to risk assessment and risk management.
4. Meet separately, periodically, with management, with the internal auditor (or other personnel responsible for the internal audit function), and with the Independent Outside Auditor.
5. Set clear hiring policies for the Company's hiring of employees or former employees of the Independent Outside Auditor.
6. Establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters, and the confidential, anonymous submissions by employees of concerns regarding questionable accounting or auditing matters.
7. Review with the Board any issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Independent Outside Auditor, or the performance of the internal audit

function, and make appropriate recommendations to the Board with respect thereto.

8. Annually review the Committee's own performance and report conclusions to the Corporate Governance and Nominating Committee.
9. Annually review the Audit Committee Charter (the "Charter") and assess its adequacy.
10. Make recommendations to the Board concerning matters relating to the Committee, including any required determinations of the Board relating to the financial expertise of members of the Committee.
11. Make recommendations to the Board concerning inclusion of the audited financial statements in the Company's annual report, if any.

III. **Membership.** The Committee will be composed of not less than three (3) directors. Each member of the Committee must be independent. Members of the Committee will be considered independent if they meet the requirements of applicable law and the listing standards of a stock exchange selected by the Board.

No member may receive from the Company any compensation other than director's fees which meet the requirements of applicable law and the listing standards of a stock exchange selected by the Board.

Each member of the Committee must be able to read and understand fundamental financial statements, including the Company's balance sheet, income statement, and cash flow statement. At least one Committee member must possess accounting or related financial management expertise, as the Board interprets such qualification in its business judgment.

The Committee and its Chairman will be appointed annually by the Board and may be removed by the Board.

IV. **Subcommittees.** The Committee will have the authority to create one or more subcommittees, consisting of one or more members of the Committee, and may delegate, in its discretion, all or a portion of its duties and responsibilities to such subcommittee (subject to applicable laws and listing standards). Any such subcommittee will keep the Committee advised of its activities.

V. **Meetings.** Regular meetings of the Committee may be held at such time and at such place as the Board or Committee may from time to time fix by resolution. Special meetings of the Committee may be called by the Chairman of the Committee, the Chairman of the Board, or any two (2) members of the Committee. Any director may attend any Committee meeting. Notice of Committee meetings shall be provided by the Secretary of the Company in accordance with Section 3.12 and Article 9 of the Bylaws of the Company (the "Bylaws"). Committee members may participate in Committee meetings by means of conference telephone or other communications equipment as provided in Section 3.9 of the Bylaws. The Committee may transact business in accordance with the provisions of the Bylaws governing quorum, majority action, and action without a meeting.

In carrying out its duties and responsibilities, the Committee will meet at such times and with such persons, including representatives of the Independent Outside Auditor, the internal auditor and financial officers of the Company, as the Committee deems appropriate. The Committee will report its findings and all actions taken or recommended by the Committee at the Board meeting next following each Committee meeting. The Chairman and members of the Committee may confer with management, internal audit staff, representatives of the Independent Outside Auditor or other counsel or advisors as the Committee or its chairman deems appropriate, including, without limitation, meetings and conferences about interim financial reporting.

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