



AIA Singapore Private Limited
(“AIAS” or the “Company”)

Board Diversity Policy

AIAS Restricted and Proprietary Information
(Internal and Authorized Use Only)

Issued by: Board of AIA Singapore Private Limited

Date: 29 March 2022

Version: 1.0

1. Purpose

This Board Diversity Policy (the “Policy”) sets out the Company’s approach to ensuring adequate diversity in its Board of Directors (the “Board”).

2. Scope and Consultation

2.1. Scope

This Policy applies to the Company.

2.2. Consultation and Review

This Policy has been consulted with the Company’s Governance Advisory Working Group and ESG Management Committee.

3. Main Provisions

3.1. Policy Statement

The Company understands that a Board composed of appropriately qualified members with a broad range of relevant experience, in addition to diversity in thought and background, is essential to the effective governance of its business and ensuring long-term sustainable growth.

The Company remains committed to non-discrimination in all aspects of its business, including the appointment of Board members. Consideration and selection of candidates for appointment to the Board will be based on merit which shall include a review of the candidate’s integrity, experience, educational background, industry or related experience and general experience.

With that overriding emphasis on merit, the Board (in lieu of the Nominating Committee) shall seek to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Board’s considerations shall include achieving an appropriate level of diversity having regard to factors such as gender, age, ethnicity, nationality, cultural and educational background.

3.2. Appointment of New Board Members

In the appointment of new directors, the Board will:

- in identifying suitable candidates for appointment to the Board, consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board;
- in reviewing the Board composition, consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience, knowledge and character on the Board; and
- as part of the performance evaluation of the Board, consider the balance of skills, experience, knowledge and independence of the Board.

4. Roles and Responsibilities

Roles and responsibilities in relation to this policy are provided within the table below:

Stakeholder	Role
Board	Responsible for reviewing and approving the Policy. Responsible for appointment of directors.
Document Owners	Responsible for the implementation and effectiveness of the Policy.

5. Document Management

5.1. Disclosure and Review of Policy

This Policy will be provided on the Company's website.

The Board will review this Policy every three years or as and when necessary to ensure its continued effectiveness.

5.2. Breach of Policy

Breach of the Policy must be escalated by the ESG or Corporate Secretarial functions as soon as the breach is identified to the Board, and escalate to Risk & Compliance if the breach meets the incident reporting criteria defined in AIAS Incident Reporting Standard.