

# THE GREAT EASTERN LIFE ASSURANCE COMPANY LIMITED

## BOARD DIVERSITY POLICY

### 1. Purpose

To set out The Great Eastern Life Assurance Company Limited's ("GEL" or the "Company") approach to diversity on the appointment and composition of its board of directors ("the Board").

### 2. Policy Statement

2.1. The Company recognises the need and benefits of embracing diversity at the Board level to enhance stewardship and decision-making capabilities commensurate with the Company's ever-evolving operating environment. A diverse Board will consist of Directors of different age, gender, length of service and with different skills, experience, background and other relevant qualities considered essential for the effective governance of the Company. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately. All appointments to the Board are based on merit and after due consideration of the collective skills needed to strengthen the overall board governance role.

2.2. The Board reviews and assesses the Board composition and approves the appointment of new Directors. In reviewing the Board composition, the Board will:

- (a) consider diversity factors in particular, skills, knowledge, experience including familiarity in the Company's core markets, age, gender and length of service, and assess the combined factors against the requirements needed to govern and direct the Company's strategic objectives.
- (b) identify and nominate suitable candidates to the Board based on merit and independence, and against objective criteria while paying due regard to the need for diversity on the Board.

### 3. Objectives

The Board is committed to observe the need for diversity when selecting its members. The contribution each Director brings and the composition thereof provides a good reflection of the range and adequacy of diversity on the Board.

### 4. Monitoring and Reporting

The Board's assessment of its composition from a diversity perspective is reflected annually under the Corporate Governance section of the Company's Annual Report. This Policy will also be published on the Company's website under the Annual Report section.

### 5. Review of the Policy

The Board will review the Policy to assess its relevance and effectiveness, and make the necessary revisions, when appropriate.