



TOKIO MARINE
INSURANCE GROUP

TOKIO MARINE LIFE INSURANCE SINGAPORE LTD. BOARD DIVERSITY POLICY

1. Purpose

This Policy sets out Tokio Marine Life Insurance Singapore Ltd.'s (the "Company") approach on diversity of its board of directors (the "Board").

2. Policy Statement

- 2.1. The Company recognises and embraces the importance of diversity on the Board, and views diversity at the Board level as an essential element and a vital asset to its business. A diverse Board will include directors of different skills, industry knowledge and professional experience, background, gender, age 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, in the context of the skills, experience and knowledge, and independence which the Board as a whole requires to strengthen the overall board governance role.
- 2.2. The Nomination and Remuneration Committee (the "NRC") reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new Directors. In reviewing and identifying suitable candidates to the Board composition and succession planning, the NRC will consider the benefits of all aspects of diversity, including but not limited to those described above, against the requirements needed to govern and direct the Company's strategic objectives.

3. Monitoring and Reporting

The NRC will monitor the implementation of this Policy and report its annual assessment (and concurred by the Board) on the Board's composition in terms of diversity in the Company's Corporate Governance Report.

4. Review of the Policy

The NRC will review this Policy, as appropriate, to ensure its relevance and effectiveness, and recommend any revisions that may be required to the Board for consideration and approval.