

News Release – For immediate release

WOMEN DIRECTORS INCREASE TO 13.1% ON BOARDS OF TOP 100 COMPANIES IN 2017

- **20% Increase Over 2016 Highest In Three Years**
- **27 Companies Have At Least 20% Women On Their Boards**
- **32 Companies Still Have All-Male Boards**

Singapore: February 13, 2018 – Singapore’s Diversity Action Committee (“DAC”) announced today that the appointment of women directors had seen a 20% increase in 2017, moving up to 13.1% of all directorships for the top 100 primary-listed companies on the Singapore Exchange (“SGX”) by market capitalisation (“Top 100 companies”). This is the highest increase over the past three years, after 10.9% in 2016, 9.5% in 2015 and 8.6% women on board in 2014.

DAC is an 18-member Committee comprising corporate leaders and professionals from the business, private and public sectors, formed to address the under-representation of women on boards of companies in Singapore. It researches and provides authoritative statistics on women representation on boards of SGX-listed companies.

Of these Top 100 companies, 27 have at least 20% women on their boards, which is the first level of the triple-tier target¹ of 20% that DAC aims to achieve by 2020. All-male boards are reduced to 32%, compared to 38% in 2016, 41% in 2015 and 46% in 2014. Two more companies² have added women to their boards in January this year, further reducing the number of all-male boards to 30%.

DAC Chairman Loh Boon Chye said, “The numbers are encouraging. Boards of leading companies are paying attention to the benefits that diversity brings. With our large companies leading the way, DAC is ambitious for the other companies too, to make appointments that will strengthen their boards and the resilience of their strategies.”

“The proposed revisions to the Code of Corporate Governance pay specific attention to board diversity and gender is one of its important aspects. Disclosure of how companies achieve their diversity policy will add to investor appreciation and reinforce interest in following a company’s progress in governance in addition to its business strategy. Companies acting decisively now will stand us in good stead to achieve DAC’s triple-tier target³ of increasing women’s participation on boards to 20% by 2020, 25% by 2025 and 30% by 2030,” he added.

The Top 100 companies will exceed 20% collectively when every board has at least 2 women members. This would add about 100 women appointments.

¹ DAC announced a triple-tier target of increasing women’s participation on boards of all companies listed on SGX to 20% by 2020, 25% by 2025 and 30% by 2030 in April 2017, with a call for Top 100 primary-listed companies to take the lead and generate momentum for all listed companies.

² CapitaLand Retail China Trust and Venture Corporation Limited have added women independent directors to their boards in January 2018, bringing the number of all-male boards down to 30 in January 2018.

³ See footnote 1.

Proposed Revisions to the Code of Corporate Governance on Board Independence Provide Opportunities for Gender-Diversified Boards

The proposed revisions on board independence in the Singapore Code of Corporate Governance (“CG Code”) provide an opportunity for Boards to review their composition in line with their strategic gaps. DAC believes that there is considerable room to introduce diversity in these board renewals. Currently 41% of the Top 100 companies have at least one independent director that have served nine years or more. There are 101 of such directorships that need to be renewed should the nine-year rule become mandatory if it is moved to become a SGX Listing Rule.

DAC’s analysis of director data found that over the past three years, first-time directors⁴ made up 40% of all appointments. Of these, men made up more than 80% of the first-timers. With the CG Code calling for more focus on diversity, DAC believes that there is room for more women in these first-time appointments too.

Summary of DAC’s findings as at 31 December 2017

DAC, which provides statistics on women’s representation on boards of SGX-listed companies, shared its findings as follows:

- 1) **Top 100 primary-listed companies (“Top 100 companies”) led the way**, achieving 13.1% women's participation on boards, from 10.9% in end December 2016. All SGX-listed companies made some improvement to achieve 10.8% in 2017, from 9.9% in 2016.
- 2) **Number of women board appointments small but encouraging**: Top 100 companies continued to maintain about 18% of board appointments being women. The number is 13% for all SGX-listed companies.
- 3) **New board seats still mostly filled by men**: About 40% of board directors appointed onto boards of Top 100 companies as well as all SGX-listed companies over the past three years go to first-time directors⁵. However, most seats were filled by men (almost 70% for Top 100 companies, and more than 80% for all SGX-listed companies).
- 4) **Fewer all-male boards**: 32% of Top 100 company boards are all-male, a reduction from 38% in 2016. 50% of boards of SGX-listed companies are all-male, a reduction from 53% in 2016.
- 5) **Opportunity for board renewal with nine-year rule for director independence**: 41% of Top 100 companies have at least 1 independent director that had served at least nine years, with 101 such directorships. Similarly, 45% of SGX-listed companies have at least one independent director serving nine years of more; there are 648 of such directorships.

List of attachments

Annex 1 Infographic of statistics as at 31 December 2017

Annex 2 Statistics for SGX-listed companies as at 31 December 2017

Annex 3 List of Top 100 companies’ women’s representation on board as at 31 December 2017

⁴ First-time directors refer to directors who have not previously sat on listed company boards.

⁵ See footnote 4.

About the Diversity Action Committee (DAC)

The Diversity Action Committee (DAC) is a 18-member Committee comprising corporate leaders and professionals from the business, people and public sectors, formed to address the under-representation of women on boards of companies in Singapore. Mr Loh Boon Chye, CEO of SGX, was appointed to be the Chairman in October 2016 by Mr Tan Chuan-Jin, then Minister for Social and Family Development. The DAC was first formed in 2014 to take forward the recommendations published by the Diversity Task Force regarding women on boards (DTF).

The DAC announced a triple-tier target of 20% by 2020, 25% by 2025 and 30% by 2030 for SGX-listed companies in April 2017. Larger companies are called to take the lead and create a momentum of change.

Media Enquiries :

Secretariat to Diversity Action Committee

Wendy Tan or Cheryl Tan

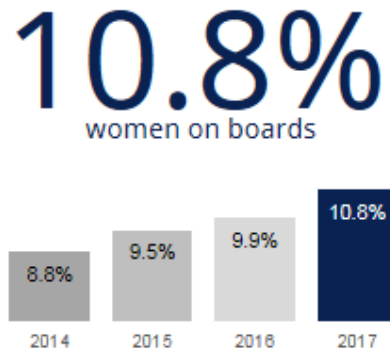
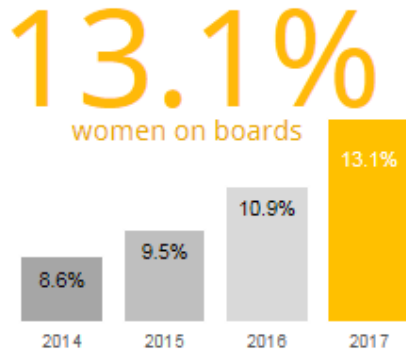
Tel : +65 6713 7975 / +65 6713 6034

Email: DAC_Secretariat@sgx.com

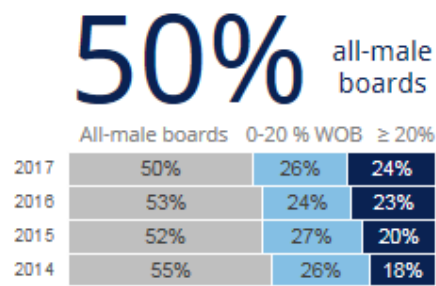
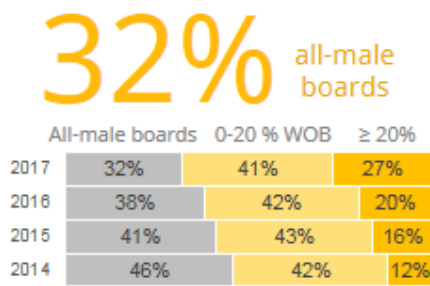
ANNEX 1 INFOGRAPHIC OF STATISTICS AS AT 31 DECEMBER 2017

Top 100 primary-listed companies **All** listed companies

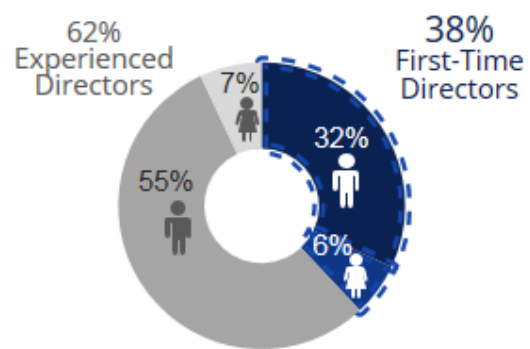
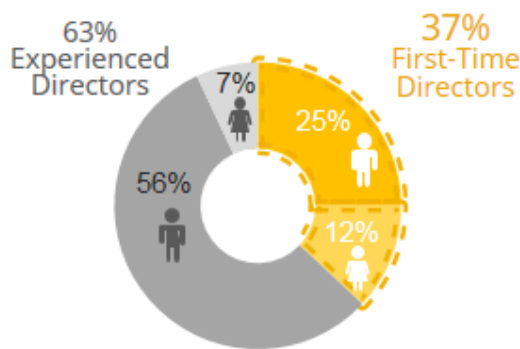
Top 100 companies led the way in increasing women on boards in Singapore



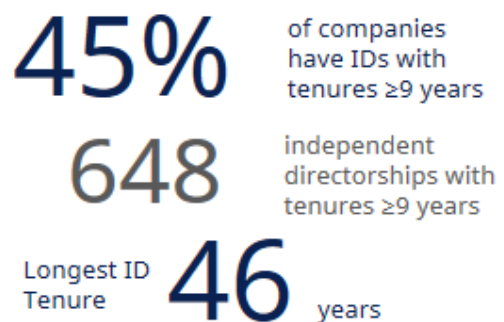
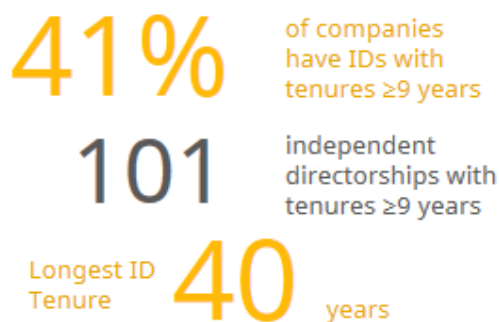
Fewer all-male boards



Men make up large proportion of appointments over past 3 years



Board renewal opportunity for Independent Directors



Diversity Action Committee. Data as at end 2017. Percentages may not add up to 100% due to rounding.

ANNEX 2 STATISTICS FOR SGX-LISTED COMPANIES AS AT 31 DECEMBER 2017

1. Top 100 primary-listed companies led the way – more women on boards, fewer all-male boards

- Top 100 primary-listed companies led the way, achieving 13.1% women’s participation on boards (“WOB”) with a 20% increase from 2016, the highest increase over the past three years.
- The proportion of all-male boards have reduced significantly from 46% three years ago to 32% as at 31 December 2017. Two of these companies, CapitalLand Retail China Trust and Venture Corporation Limited, have added women independent directors to their boards in January 2018, bringing the number down to 30.

Table 1: WOB of Top 100 Primary-Listed Companies

| Data as at 31 December | 2017 | 2016 | 2015 | 2014 |
|--|--------------|-------|------|------|
| %WOB | 13.1% | 10.9% | 9.5% | 8.6% |
| No. of companies with ≥ 20% WOB | 27 | 20 | 16 | 12 |
| No. of companies with >0% to <20% WOB | 41 | 42 | 43 | 42 |
| No. of all-male boards | 32 | 38 | 41 | 46 |

2. As a whole, SGX-listed companies showed some improvement

- SGX-listed companies achieved 10.8% WOB in 2017, an increase from 9.9% in 2016, 9.5% in 2015 and 8.8% in 2014.
- The proportion of all-male boards have reduced slightly from 55% three years ago to 50% in 2017.

Table 2: WOB of All SGX-Listed Companies

| Data as at 31 December | 2017 | 2016 | 2015 | 2014 |
|--|--------------|------|------|------|
| %WOB | 10.8% | 9.9% | 9.5% | 8.8% |
| % of companies with ≥ 20% WOB | 24% | 23% | 20% | 18% |
| % of companies with >0% to <20% WOB | 26% | 24% | 27% | 26% |
| % of all-male boards | 50% | 53% | 52% | 55% |

Note: percentages may not add up to 100% due to rounding.

3. Number of women board appointments small but encouraging

- The Top 100 primary-listed companies continued to maintain about 18% of board appointments being women, compared to 13% for all SGX-listed companies.
- It is encouraging that these group of companies have continued to show leadership in the proportion of appointments being women.

4. New board seats still mostly filled by men

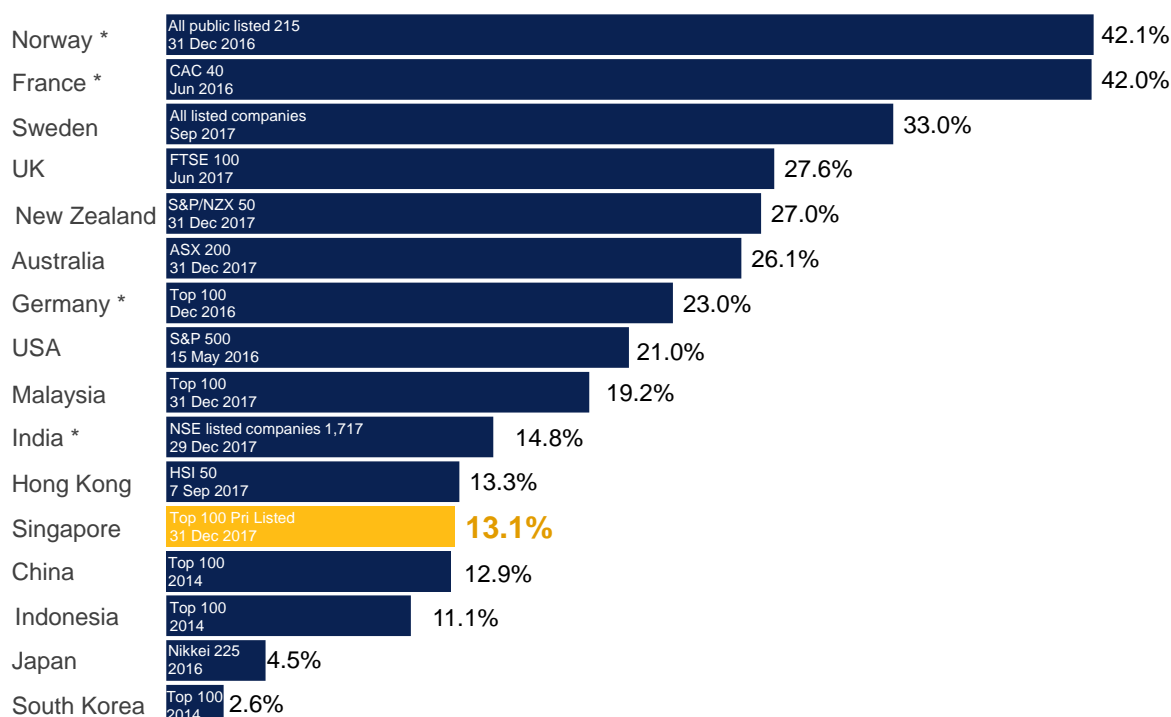
- About 40% of directors appointed to boards of Top 100 primary-listed companies as well as all SGX-listed companies over the past 3 years were first time directors, debunking the notion that boards prefer experienced directors. However, most were men (almost 70% for Top 100 primary-listed companies, and more than 80% for all SGX-listed companies).

5. Board renewal opportunity for companies that have independent directors with tenures of 9 years or more

- The proposed revision to the Code of Corporate Governance offers greater clarity on the definition of independent directors and presents the opportunity for board renewal for companies that need to search for new independent directors.
- 41% of Top 100 primary-listed companies have at least 1 independent director serving nine years or more. There are 101 of such directorships. The longest tenure was 40 years.
- Similarly, 45% of SGX-listed companies have at least 1 independent director serving nine years or more. There are 648 of such directorships. The longest tenure was 46 years.

6. Singapore trails behind other centres on international comparison

Figure 2: International comparison of WOB



7. 18 Top 100 primary-listed companies added women to their boards in 2017

Table 3: Top 100 primary-listed companies that added women onto boards in 2017

| Listed company name | No. of women directors added | Director Name | First-time Director | Board Appointment |
|-----------------------------------|------------------------------|-------------------------|---------------------|------------------------|
| Large | | | | |
| Ascott Residence Trust | 1 | Beh Siew Kim | ✓ | Executive Director |
| Bumitama Agri Ltd. | 1 | Lim Christina Hariyanto | ✓ | Executive Director |
| CapitaLand Commercial Trust | 1 | Jessica Tan Soon Neo | ✓ | Independent Director |
| CapitaLand Limited | 1 | Goh Swee Chen | ✓ | Independent Director |
| CDL Hospitality Trusts | 1 | Cheah Sui Ling | | Independent Director |
| China Everbright Water Limited | 1 | Xu Nailing | ✓ | Executive Director |
| ComfortDelGro Corporation Limited | 1 | Tham Ee Mern Lilian | ✓ | Independent Director |
| Great Eastern Holdings Limited | 1 | Teoh Lian Ee | ✓ | Independent Director |
| Ho Bee Land Limited | 1 | Choo Poh Hua Josephine | ✓ | Independent Director |
| Hutchison Port Holdings Trust | 2 | Ruth Sin Ling Tsim | | Non-Executive Director |
| | | Shih, Edith | | Non-Executive Director |

DIVERSITY ACTION COMMITTEE

SINGAPORE

| | | | | |
|---|-----------|-----------------------|---|------------------------|
| Jardine Cycle & Carriage Ltd | 1 | Vimala a/p V.R. Menon | | Independent Director |
| OUE Commercial Real Estate Investment Trust | 1 | Usha Rane Chandradas | ✓ | Independent Director |
| Parkway Life REIT | 1 | Cheah Sui Ling | ✓ | Independent Director |
| SATS Ltd. | 1 | Jessica Tan Soon Neo | ✓ | Independent Director |
| Singapore Post Limited | 1 | Lim Cheng Cheng | ✓ | Non-Executive Director |
| StarHub Ltd | 1 | Michelle Lee Guthrie | | Independent Director |
| Suntec Real Estate Investment Trust | 1 | Yu-Foo Yee Shoon | | Independent Director |
| Mid | | | | |
| Ascendas Hospitality Trust | 1 | Deborah Lee Siew Yin | ✓ | Independent Director |
| Total no. of new female appointments | 19 | | | |

Note:

- Data reflected in Annexes 1, 2 and 3 were collected from all SGX-listed companies' annual reports and company announcements reported to SGX, up to 31 December 2017 (inclusive). Data does not reflect any disclosures after 31 December 2017.
- Sources of country-specific information on women's representation on boards:
 - Australia – Australian Institute of Company Directors
 - China, Indonesia, South Korea – Korn Ferry & NUS CGIO 'Diversity Scorecard 2016: Building Diversity in Asia Pacific Boardrooms'
 - France – Spencer Stuart 'France Board Index 2017'
 - Germany – DIW Economic Bulletin 'Women Executives Barometer 2017'
 - Hong Kong – Community Business' Women on Boards 2017 report
 - India – NSE Infobase
 - Japan – Spencer Stuart 'Japan Board Index 2016'
 - Malaysia – New Straits Times Article 'Malaysia wants more women board directors on listed companies: PM'
 - New Zealand – NZX Limited's Diversity Statistics
 - Norway – Statistics Norway
 - Singapore – Handshakes
 - Sweden – AllBright 'Women CEOs choose gender equality'
 - UK – 30 Percent Club
 - US – Spencer Stuart 'Board Index 2016'

DIVERSITY ACTION COMMITTEE
SINGAPORE

ANNEX 3 LIST OF 100 LARGEST PRIMARY-LISTED COMPANIES' WOMEN'S REPRESENTATION ON BOARD (WOB) AS AT 31 DECEMBER 2017

| Company Name | Industry | No. of WOB end 2017 | No. board seats end 2017 | %WOB end 2017 | %WOB end 2016 | %WOB end 2015 | Women Directors as at end 2017 |
|---|---------------------------------|---------------------|--------------------------|---------------|---------------|---------------|--|
| Mapletree Commercial Trust | Real Estate | 4 | 10 | 40% | 40% | 40% | Kwa Kim Li, Ng Lee Hoon Amy, Seah Bee Eng @ Jennifer Loh, Sharon Lim Hwee Li |
| Singapore Post Limited | Transportation | 4 | 10 | 40% | 27% | 8% | Aliza Knox, Fang Ai Lian, Kong Sau Wai Elizabeth, Lim Cheng Cheng |
| Parkway Life REIT | Real Estate | 3 | 8 | 38% | 25% | 13% | Cheah Sui Ling, Jennifer Lee Gek Choo, Rossana Annizah Binti Ahmad Rashid |
| Hutchison Port Holdings Trust | Transportation | 3 | 9 | 33% | 11% | 11% | Ruth Sin Ling Tsim, Shih, Edith, Sng Sow-Mei |
| Singapore Press Holdings Limited | Media | 3 | 9 | 33% | 33% | 30% | Chong Siak Ching, Janet Ang Guat Har, Tan Yen Yen |
| Singapore Telecommunications Limited | Telecommunication Services | 3 | 9 | 33% | 33% | 33% | Christina Hon Kwee Fong (Christina Ong), Chua Sock Koong, Teo Swee Lian |
| Hi-P International Limited | Technology Hardware & Equipment | 2 | 6 | 33% | 33% | 33% | Leong Lai Peng, Wong Huey Fang |
| OUE Commercial Real Estate Investment Trust | Real Estate | 2 | 6 | 33% | 17% | 17% | Tan Shu Lin, Usha Raneer Chandradas |
| Singapore Exchange Limited | Diversified Financials | 3 | 10 | 30% | 33% | 27% | Chew Gek Khim, Chng Sok Hui, Jane Diplock |
| Ascott Residence Trust | Real Estate | 2 | 7 | 29% | 14% | 0% | Beh Siew Kim, Elaine Carole Young |
| China Everbright Water Limited | Utilities | 2 | 7 | 29% | 14% | 13% | Cheng Fong Yee Fonda, Xu Nailing |
| Keppel REIT | Real Estate | 2 | 7 | 29% | 40% | 22% | Christina Tan Hua Mui, Penny Goh nee Lee Yoke Sim Penny |
| SPH REIT | Real Estate | 2 | 7 | 29% | 29% | 29% | Ginney Lim May Ling, Rachel Eng Yaag Ngee |
| Ascendas Real Estate Investment Trust | Real Estate | 2 | 8 | 25% | 20% | 22% | Chong Chiet Ping, Lim Sau Hoong |
| GSH Corporation Limited | Real Estate | 2 | 8 | 25% | 29% | 29% | Huang Lui, Juliette Lee Hwee Khoon |
| Mapletree Greater China Commercial Trust | Real Estate | 2 | 8 | 25% | 25% | 25% | Cindy Chow Pei Pei, Tan Su Shan |
| Pacific Century Regional Developments Limited | Diversified Financials | 2 | 8 | 25% | 29% | 25% | Frances Waikwun Wong, Laura Raquel Deal-Lacey |
| The Straits Trading Company Limited | Materials | 2 | 8 | 25% | 25% | 30% | Chew Gek Hiang, Chew Gek Khim |
| Yanlord Land Group Limited | Real Estate | 2 | 8 | 25% | 25% | 25% | Chan Yiu Ling, Ng Shin Ein |
| ComfortDelGro Corporation Limited | Transportation | 2 | 9 | 22% | 13% | 13% | Sum Wai Fun Adeline, Tham Ee Mern Lilian |

DIVERSITY ACTION COMMITTEE

SINGAPORE

| Company Name | Industry | No. of WOB end 2017 | No. board seats end 2017 | %WOB end 2017 | %WOB end 2016 | %WOB end 2015 | Women Directors as at end 2017 |
|--|--|---------------------|--------------------------|---------------|---------------|---------------|---|
| Silverlake Axis Ltd | Software & Services | 2 | 9 | 22% | 22% | 22% | Datuk Yvonne Chia, Goh Shiou Ling |
| Suntec Real Estate Investment Trust | Real Estate | 2 | 9 | 22% | 17% | 14% | Chew Gek Khim, Yu-Foo Yee Shoon |
| DBS Group Holdings Ltd | Banks | 2 | 10 | 20% | 22% | 22% | Euleen Goh Yiu Kiang, Woo Foong Pheng |
| GuocoLand Limited | Real Estate | 2 | 10 | 20% | 20% | 22% | Jennie Chua Kheng Yeng, Lim Suat Jien |
| Olam International Limited | Food & Staples Retailing | 2 | 10 | 20% | 18% | 8% | Marie Elaine Teo, Rachel Eng Yaag Ngee |
| Cromwell European REIT | Real Estate | 1 | 5 | 20% | NL | NL | Fang Ai Lian |
| Lippo Malls Indonesia Retail Trust | Real Estate | 1 | 5 | 20% | 29% | 14% | Chan Lie Leng |
| Fraser and Neave, Ltd | Food, Beverage & Tobacco | 2 | 11 | 18% | 20% | 20% | Khunying Wanna Sirivadhanabhakdi, Siripen Sitasuwan |
| M1 Limited | Telecommunication Services | 2 | 11 | 18% | 20% | 20% | Karen Kooi Lee Wah, Lee Kia Jong Elaine |
| SATS Ltd. | Transportation | 2 | 11 | 18% | 11% | 11% | Euleen Goh Yiu Kiang, Jessica Tan Soon Neo |
| CapitaLand Limited | Real Estate | 2 | 12 | 17% | 11% | 10% | Euleen Goh Yiu Kiang, Goh Swee Chen |
| Mapletree Logistics Trust | Real Estate | 2 | 12 | 17% | 18% | 18% | Ng Kiat, Penny Goh nee Lee Yoke Sim Penny |
| StarHub Ltd | Telecommunication Services | 2 | 12 | 17% | 8% | 8% | Rachel Eng Yaag Ngee, Michelle Lee Guthrie |
| Bumitama Agri Ltd. | Food, Beverage & Tobacco | 1 | 6 | 17% | 0% | 0% | Lim Christina Hariyanto |
| CDL Hospitality Trusts | Real Estate | 1 | 6 | 17% | 20% | 14% | Cheah Sui Ling |
| Fragrance Group Limited | Real Estate | 1 | 6 | 17% | 17% | 17% | Grace Lim Wan Looi |
| GL Limited | Consumer Services | 1 | 6 | 17% | 17% | 14% | Jennie Chua Kheng Yeng |
| Keppel Infrastructure Trust wef 2015 | Utilities | 1 | 6 | 17% | 13% | 13% | Christina Tan Hua Mui |
| Metro Holdings Limited | Retailing | 1 | 6 | 17% | 17% | 17% | Fang Ai Lian |
| Tianjin Zhong Xin Pharmaceutical Group Corporation Limited | Pharmaceuticals, Biotechnology & Life Sciences | 1 | 6 | 17% | 13% | 11% | Wang Lei |
| Jardine Cycle & Carriage Ltd | Retailing | 2 | 13 | 15% | 7% | 8% | Lim Hwee Hua, Vimala a/p V.R. Menon |
| Bukit Sembawang Estates Limited | Real Estate | 1 | 7 | 14% | 14% | 14% | Fam Lee San |
| City Developments Limited | Real Estate | 1 | 7 | 14% | 13% | 14% | Tan Yee Peng |
| Manulife US Real Estate Investment Trust | Real Estate | 1 | 7 | 14% | 14% | NL | Veronica Julia McCann |
| Yoma Strategic Holdings Ltd | Real Estate | 1 | 7 | 14% | 14% | 14% | Wong Su-Yen |
| First Resources Limited | Food, Beverage & Tobacco | 1 | 8 | 13% | 13% | 13% | Ng Shin Ein |
| Ho Bee Land Limited | Real Estate | 1 | 8 | 13% | 0% | 0% | Choo Poh Hua Josephine |
| Hotel Grand Central Limited | Consumer Services | 1 | 8 | 13% | 14% | 14% | Tan Hwa Lian |

DIVERSITY ACTION COMMITTEE

SINGAPORE

| Company Name | Industry | No. of WOB end 2017 | No. board seats end 2017 | %WOB end 2017 | %WOB end 2016 | %WOB end 2015 | Women Directors as at end 2017 |
|--|------------------------------------|---------------------|--------------------------|---------------|---------------|---------------|--|
| Keppel DC REIT | Real Estate | 1 | 8 | 13% | 11% | 0% | Christina Tan Hua Mui |
| Sinarmas Land Limited | Real Estate | 1 | 8 | 13% | 13% | 13% | Margaretha Natalia Widjaja |
| Thai Beverage Public Company Limited | Food, Beverage & Tobacco | 2 | 18 | 11% | 11% | 10% | Kanoknart Rangsitienchai, Khunying Wanna Sirivadhanabhakdi |
| Ascendas Hospitality Trust | Real Estate | 1 | 9 | 11% | 0% | 0% | Deborah Lee Siew Yin |
| CapitaLand Commercial Trust | Real Estate | 1 | 9 | 11% | 14% | 13% | Jessica Tan Soon Neo |
| China Aviation Oil (Singapore) Corporation Ltd | Energy | 1 | 9 | 11% | 11% | 11% | Bella Young Pit Lai |
| Great Eastern Holdings Limited | Insurance | 1 | 9 | 11% | 0% | 0% | Teoh Lian Ee |
| Keppel Corporation Limited | Capital Goods | 1 | 9 | 11% | 11% | 20% | Veronica Eng Siang Yang |
| Sheng Siong Group Ltd. | Food & Staples Retailing | 1 | 9 | 11% | 11% | 0% | Lin Ruiwen |
| Wheelock Properties (Singapore) Ltd | Real Estate | 1 | 9 | 11% | 11% | 11% | Tan Bee Kim |
| Wing Tai Holdings Limited | Real Estate | 1 | 9 | 11% | 10% | 10% | Tan Hwee Bin |
| Mapletree Industrial Trust | Real Estate | 1 | 10 | 10% | 11% | 11% | Mary Yeo Chor Gek |
| Oversea-Chinese Banking Corporation Limited | Banks | 1 | 10 | 10% | 10% | 0% | Christina Hon Kwee Fong (Christina Ong) |
| Raffles Medical Group Ltd | Health Care Equipment & Services | 1 | 10 | 10% | 10% | 10% | Wee Beng Geok |
| SembCorp Industries Ltd | Capital Goods | 1 | 10 | 10% | 9% | 10% | Margaret Lui |
| Frasers Centrepoint Limited | Real Estate | 1 | 11 | 9% | 10% | 10% | Khunying Wanna Sirivadhanabhakdi |
| SembCorp Marine Limited | Capital Goods | 1 | 11 | 9% | 10% | 10% | Gina Lee-Wan |
| SIA Engineering Company Limited | Transportation | 1 | 11 | 9% | 11% | 11% | Christina Hon Kwee Fong (Christina Ong) |
| United Overseas Bank Limited | Banks | 1 | 12 | 8% | 11% | 11% | Lim Hwee Hua |
| Singapore Technologies Engineering Ltd | Capital Goods | 1 | 13 | 8% | 7% | 6% | Olivia Lum Ooi Lin |
| AIMS AMP Capital Industrial REIT | Real Estate | 0 | 6 | 0% | 0% | 0% | - |
| Ascendas India Trust | Real Estate | 0 | 8 | 0% | 0% | 0% | - |
| CapitaLand Mall Trust | Real Estate | 0 | 10 | 0% | 0% | 0% | - |
| CapitaLand Retail China Trust | Real Estate | 0 | 8 | 0% | 0% | 0% | - |
| CITIC Envirotech Ltd | Commercial & Professional Services | 0 | 8 | 0% | 0% | 0% | - |
| Far East Hospitality Trust | Real Estate | 0 | 6 | 0% | 0% | 0% | - |
| First Real Estate Investment Trust | Real Estate | 0 | 5 | 0% | 0% | 0% | - |
| Frasers Centrepoint Trust | Real Estate | 0 | 6 | 0% | 0% | 0% | - |
| Frasers Commercial Trust | Real Estate | 0 | 7 | 0% | 0% | 0% | - |
| Frasers Hospitality Trust | Real Estate | 0 | 6 | 0% | 0% | 0% | - |
| Frasers Logistics & Industrial Trust | Real Estate | 0 | 6 | 0% | 0% | NL | - |
| Genting Singapore PLC | Consumer Services | 0 | 7 | 0% | 0% | 0% | - |

DIVERSITY ACTION COMMITTEE
SINGAPORE

| Company Name | Industry | No. of WOB end 2017 | No. board seats end 2017 | %WOB end 2017 | %WOB end 2016 | %WOB end 2015 | Women Directors as at end 2017 |
|--|--|---------------------|--------------------------|---------------|---------------|---------------|--------------------------------|
| Global Logistic Properties Limited | Real Estate | 0 | 10 | 0% | 0% | 0% | - |
| Golden Agri-Resources Ltd | Food, Beverage & Tobacco | 0 | 8 | 0% | 0% | 0% | - |
| Golden Energy and Resources Limited | Energy | 0 | 7 | 0% | 0% | 0% | - |
| Haw Par Corporation Limited | Pharmaceuticals, Biotechnology & Life Sciences | 0 | 10 | 0% | 0% | 0% | - |
| Hong Leong Finance Limited | Diversified Financials | 0 | 9 | 0% | 0% | 0% | - |
| Hotel Properties Limited | Consumer Services | 0 | 9 | 0% | 0% | 0% | - |
| OUE Hospitality Trust | Real Estate | 0 | 7 | 0% | 0% | 0% | - |
| OUE Limited | Consumer Services | 0 | 6 | 0% | 0% | 0% | - |
| Oxley Holdings Limited | Real Estate | 0 | 5 | 0% | 0% | 0% | - |
| Perennial Real Estate Holdings Limited | Real Estate | 0 | 7 | 0% | 0% | 0% | - |
| SIIC Environment Holdings Ltd | Utilities | 0 | 9 | 0% | 0% | 0% | - |
| Singapore Airlines Limited | Transportation | 0 | 8 | 0% | 0% | 11% | - |
| Starhill Global Real Estate Investment Trust | Real Estate | 0 | 6 | 0% | 0% | 0% | - |
| United Engineers Limited | Capital Goods | 0 | 6 | 0% | 0% | 0% | - |
| United Industrial Corporation Limited | Real Estate | 0 | 11 | 0% | 0% | 0% | - |
| UOB Kay Hian Holdings Limited | Diversified Financials | 0 | 6 | 0% | 0% | 0% | - |
| UOL Group Limited | Real Estate | 0 | 9 | 0% | 0% | 0% | - |
| Venture Corporation Limited | Technology Hardware & Equipment | 0 | 7 | 0% | 0% | 0% | - |
| Wilmar International Limited | Food, Beverage & Tobacco | 0 | 11 | 0% | 0% | 0% | - |
| Yangzijiang Shipbuilding (Holdings) Ltd. | Capital Goods | 0 | 4 | 0% | 0% | 0% | - |

NL: The company had not been listed on the Singapore Exchange at that time.

Note:

- Data reflected in Annexes 1, 2 and 3 were collected from all SGX-listed companies' annual reports and company announcements reported to SGX, up to 31 December 2017 (inclusive). Data does not reflect any disclosures after 31 December 2017.