



WOMEN ON BOARDS

“A diverse board is better equipped to cut through complexities and efficiently harness opportunities. Women *bring new perspectives* to the table.”

Good business sense

to have gender diverse boards



Enable relevance

in fast-changing business environment



Add fresh talent

Reduce groupthink; enhance decision-making & business outcomes



Deliver rich customer insight

Improve understanding of stakeholders



Attract investment

Investors see diversity as an indicator of a progressive & future-oriented company

Hear what leading chairmen and directors say in “Speaking with the Boards” at diversityaction.sg



Top row, left to right : Peter Seah, Euleen Goh, Stephen Lee and Simon Israel

Second row, left to right : Teo Swee Lian, Christina Ong, Serge Pun, Wong Su-Yen and Sumitri Menon

What companies can do

to increase the number of women on their boards

Cast the net wider



outside
personal
networks

Focus on the skill set



not prior board
experience

Specifically ask for women candidates



from search firms
or personal
contacts

Appoint women to nominating committee



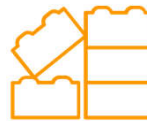
to encourage
diversity

Refresh board regularly



to create
opportunities for
new insights

Develop executive pipeline



to increase pool
of women ready
for board roles

Join the journey by

1 Establishing a **Diversity Policy** (including gender) for board and key management, setting measurable objectives that express your company's policy and tracking progress made in achieving these objectives.

2 Targeting for women's participation on boards of:

20% by 2020 **25% by 2025** **30% by 2030**

Board diversity is a **business issue**.

Good stewardship of a company brings the best resources to bear on the decisions that affect business performance.

Members:

Mr Loh Boon Chye	Chief Executive Officer, Singapore Exchange Limited Chairman, Diversity Action Committee
Ms Janet Ang	Vice-President, Industry Solutions and Smarter Cities, IBM Asia Pacific Immediate Past President, International Women's Forum (Singapore)
Mr Willie Cheng	Chairman, Singapore Institute of Directors (SID)
Ms Claire Chiang	Senior Vice President, Banyan Tree Holdings Pte Ltd
Ms Veronica Eng	Independent Director, Keppel Corporation Limited Founding Partner, Permira
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Ms Goh Swee Chen	Chairman, Shell Companies in Singapore Vice President City Solutions, New Energies
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Mrs Elaine Lim	Director, Stamford Corporate Services
Mr Ong Chong Tee	Deputy Managing Director (Financial Supervision), Monetary Authority of Singapore
Mr Teo Siong Seng	Chairman, Singapore Business Federation (SBF) Managing Director, Pacific International Lines (Pte) Ltd
Mr Tham Sai Choy	Former Chairman, KPMG Asia Pacific
Ms Malini Vaidya	Co-Chair, Women Corporate Directors
Mrs Wong Sioe Hong	Executive Chairman, Metro Pte Ltd Vice President, Singapore Retail Association
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