

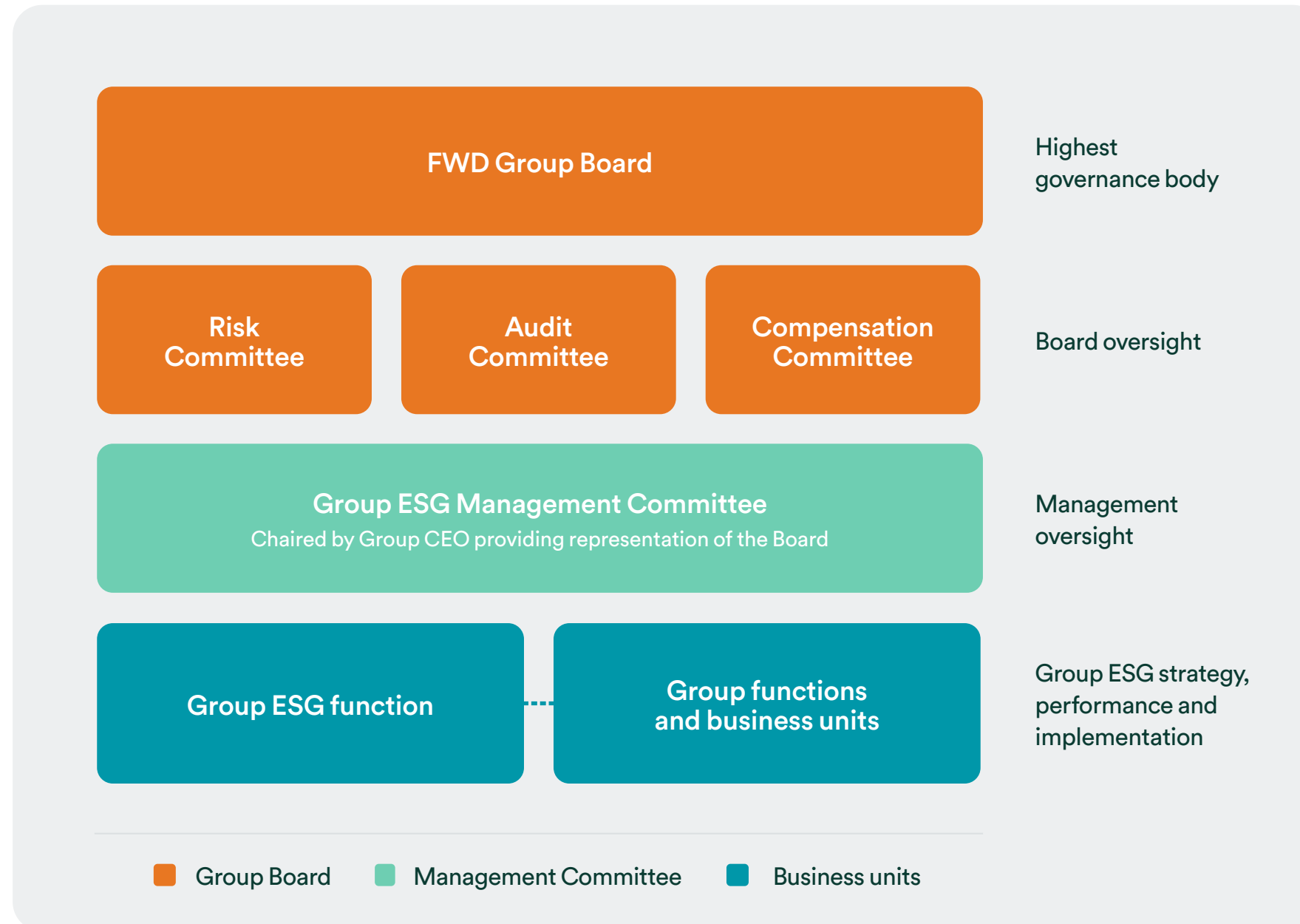
# ESG governance



## Our Group ESG strategy has the support of our senior leadership.

The Group ESG Committee was established in January 2020. Chaired by our Group CEO and comprising of senior managers from across the business, this is the team responsible for setting FWD's ESG ambition and strategy, benchmarking and evaluating our performance, and responding to emerging risks or opportunities. It reports to the Board at least twice a year.

Our dedicated Group ESG function sits within Group Strategy to ensure close alignment of ESG with our business goals and resource allocation.



**ESG Committee Chair —**  
Group CEO and Executive Director

**Executive ESG Sponsor —**  
Group Chief Strategy & Business Officer

**Senior level representation from across the business including —**

- Group Chief Distribution Officer
- Group Chief HR Officer
- Group Chief Investment Officer
- Group Chief Operating Officer
- Group Chief of Staff
- Group Chief Vision Officer
- MD Greater China & Hong Kong
- Country CEO, Thailand

**Group ESG Lead and Secretary —**  
Head of Group ESG