



abrdn Life and Pensions Limited

"abrdn Life"

Board Diversity Policy

[abrdn.com](https://www.abrdn.com)

November 2024

Purpose

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors of abrDn Life (the "Board") resulting in optimal decision-making which has regard to the interests of our policyholders.

This Board Diversity Policy is applicable to the Board only.

The Board believes that:

- It is critical that membership of the Board includes a sufficiently diverse mixture of skills, professional and industry backgrounds, and expertise, gender, ethnicity and diversity of thought; and
- A diverse Board with a range of views, insights, perspectives and opinions will improve its decision making and outcome for policyholders.

abrDn Life is part of the abrDn plc Group "The Group". The abrDn plc Board coverage is wide and they set out their approach to diversity with gender and ethnicity targets. Members of the abrDn plc Board may indirectly perform services for all regulated subsidiary entities of the Group.

The abrDn Life Board covers matters relevant to a Solvency II insurer only and therefore has a small number of Board members, proportionate to its business model and risk profile. The Board policy is to achieve as much diversity as possible on the Board but it recognises that as there is a strong need for financial and technical knowledge and experience of members to enable meaningful discussions, setting formal targets to maintain a female/male ratio or have director(s) from an ethnic minority background for example will not always be in the interests of policyholders or the Board

The Board considers diversity at least annually, taking into account the Group's Diversity and Inclusion policy and Group's diversity statements, as well as industry trends and regulatory expectations.