

FRIEND OF LABOUR

Joy Tan Whei Mien

Lead Independent Director, Board of Directors
Income Insurance Limited

Nominated by Income Insurance Limited

A lawyer by profession, Joy Tan Whei Mien has several years of experience in corporate dispute resolution, corporate governance and financial services regulations. As the only director on the board with legal expertise, Sister Joy's valuable guidance and advice on the interpretation of relevant laws and guidelines helped the board with decision-making.

Sister Joy's legal expertise also enables her to guide the Audit Committee and Nominating and Human Resource & Remuneration Committee on regulatory and related issues. As the lead independent director, she provided independent leadership on the board in situations where the chairman, who is non-independent, may face potential conflicts. She also leads the independent directors during board meetings to raise relevant questions and ensure that there is a check and balance between the board and senior management.

Sister Joy was elected to the board of NTUC Income Insurance Co-operative Limited in May 2017. She was appointed to the board of Income Insurance Limited in August 2022. Sister Tan is also the lead independent director on the Board. Her invaluable advice and contributions are greatly appreciated by the senior management of Income.