

## Board Renewal and Tenure Policy

### Purpose

The Board of Directors (the “**Board**”) is committed to a process of board renewal and orderly succession-planning for Directors. The Board recognises the importance of progressively renewing the Board to address the evolving needs of Singapore Post Limited (the “**Company**”).

### Board Needs

Recognising that board needs change over time, the Board will each year review and approve a Board Composition Matrix of skill sets and capabilities, taking into account the objectives of building a Board:

- that embodies diversity; and
- with an appropriate balance between functional skill sets, domain expertise, and specific skills and capabilities needed to support the Company’s strategy and business.

### Tenure

Directors are generally expected to serve for two terms, totalling no more than six years. All Directors must submit themselves for re-nomination and re-appointment at least once every three years.

A Director may serve for such further period as the Board determines is necessary, up to a total of nine years (including the aforementioned six years served), to accommodate transition, giving due regard to critical skill sets needed.

### Process

At the end of each term, Directors who wish to seek reappointment for another term will be subject to a review by the Nominations and Corporate Governance Committee.

The review will take into account:

- The Director’s fit with the Board Composition Matrix;
- The Annual Board Effectiveness Review;
- The competencies, commitment, contribution and performance of the Director; and
- The Director’s compliance with the Board’s Code of Business Conduct and Ethics.