

UOB's inclusive workplace practices recognised in Bloomberg's Gender-Equality Index for the second consecutive year

One of only five Singapore companies included in the 2020 Bloomberg Gender-Equality Index

Singapore, 21 January 2020 – United Overseas Bank Limited (UOB) today announced that its ongoing efforts in promoting an inclusive and fair workplace have been recognised with the Bank's inclusion in the Bloomberg Gender-Equality Index (GEI). UOB is one of only five Singapore companies to make the index – the second consecutive year it has done so.

The Bloomberg GEI recognises public companies that demonstrate commitment to advancing gender equality at the workplace through policy development, representation and transparency. Mr Peter T. Grauer, Chairman of Bloomberg, said, "The 325 companies included in the 2020 GEI have shown their commitment to transparency and demonstrated leadership in gender-related data reporting. Disclosure of company statistics and practices is an important first step in supporting gender equality globally."

Mr Dean Tong, Head of Group Human Resources, UOB, said, "At UOB, we believe that as part of providing an inclusive and fair workplace, all colleagues are treated equally and respectfully. By embracing the diverse abilities and strengths of our people, we create a culture where each person understands, appreciates and respects the differences in the experiences and perspectives of one another. This makes for a richer career experience and benefits our business as our people extend the same respect and understanding to our customers and their differing circumstances and needs."

As at end 2019, women accounted for 60.9 per cent of UOB's total workforce, with three in ten (35 per cent) senior management positions held by women. Among the department heads who report directly to the Group CEO or a Country CEO, 40 per cent are women. They also accounted for about half (51 per cent) of the Bank's middle management.

In 2018, women made up 62.9 per cent of the promotions across UOB.



To help its employees balance their personal and professional responsibilities, UOB provides flexible working arrangements such as staggered work hours and work-from-home arrangements. UOB also provides its employees with leave options such as childcare leave, family leave, maternity leave, paternity leave, shared parental leave and infant care no-pay leave.

UOB employees are automatically enrolled in the Bank's group term life insurance and personal accident plans and can enjoy preferential rates for medical consultation and treatments, as well as special deals on fitness and healthcare. Under its Healthy Employees, Active Lifestyles (HEAL) programme, the Bank gives out HEAL\$, which are actual dollar credits, to employees and their dependents to spend on a wide range of health and wellness benefits, including discounts for maternity room bookings. To help new mothers when they return to the workplace, the Bank has created dual-use nursing rooms at its various office locations in Singapore and overseas subsidiaries.

The 2020 Bloomberg GEI comprises 325 companies from 42 countries and regions. This year, Bloomberg expanded the eligibility for inclusion in the index to nearly 6,000 companies across 84 countries and regions.

– Ends –

About United Overseas Bank

United Overseas Bank Limited (UOB) is a leading bank in Asia with a global network of more than 500 offices in 19 countries and territories in Asia Pacific, Europe and North America. Since its incorporation in 1935, UOB has grown organically and through a series of strategic acquisitions. UOB is rated among the world's top banks: Aa1 by Moody's and AA- by both Standard & Poor's and Fitch Rating. In Asia, UOB operates through its head office in Singapore and banking subsidiaries in China, Indonesia, Malaysia, Thailand and Vietnam, as well as branches and representative offices across the region.

Over more than eight decades, generations of UOB employees have carried through the entrepreneurial spirit, the focus on long-term value creation and an unwavering commitment to do what is right for our customers and our colleagues.

We believe in being a responsible financial services provider and we are committed to making a difference in the lives of our stakeholders and in the communities in which we operate. Just as we are dedicated to helping our customers manage their finances wisely and to grow their businesses, UOB is steadfast in our support of social development, particularly in the areas of art, children and education.





For media queries, please contact:

Kelyn Tan

Group Strategic Communications and Brand

Email: Kelyn.TanSW@UOBgroup.com

Tel: (65) 6539 3967

Yu Zehan

Group Strategic Communications and Brand

Email: Yu.Zehan@UOBGroup.com

Tel: (65) 6539 2237

