



January 2024

Aviva Board Diversity, Equity and Inclusion Statement

Our commitment to Diversity, Equity and Inclusion

We want Aviva colleagues to feel that they belong in our business, and for our people to reflect the customers and communities we serve. It's the right thing to do for our business and for the communities we operate in. Diversity, equity and inclusion is important to us because it gives us the widest pool of talent, reflecting the broadest range of human attributes, experience and backgrounds. It also supports good decision making by providing different viewpoints, ideas, and challenge. We believe that having a diverse, equitable and inclusive culture is essential to the long-term success of Aviva, and we have reflected this in our Diversity, Equity and Inclusion strategy which applies to the Board and its Committees, and throughout the Aviva Group.

At Aviva, diversity includes but is not limited to experience, skills, tenure, age, geographic, professional, educational and socio-economic background, gender, ethnicity, disability and sexual orientation. We recognise that the Board sets the tone for diversity and inclusion across the business, and we believe in the benefits of having a diverse leadership team and an open and inclusive leadership culture. The Aviva Nomination and Governance Committee monitors the balance of skills, knowledge, experience, and diversity on the Board, and leads succession planning for appointments to the Board and the senior executive team. Diversity and inclusion considerations are an important part of our succession planning processes. As part of its remit, the Committee monitors the implementation of the Group-wide Diversity, Equity and Inclusion strategy, and oversees diversity and inclusion initiatives across the Company.

Our progress against targets.

The Board is committed to meaningful diversity targets, including the recommendations of the FTSE Women Leaders Review and the requirements set out in the FCA Policy Statement '*Diversity and inclusion on company boards and executive management*'. At the time of this statement, we have achieved our commitment of 40% female representation among our leadership cadre (the most senior 5% of Aviva employees), and women currently represent 42% of Board members. Both the Group CEO and Group CFO roles are held by women (as are the roles of Chair of the Risk Committee, the Remuneration Committee, and the Customer & Sustainability Committee), and the Board meets the ethnic diversity recommendation set out in the FCA Policy Statement, which is also the target previously set out in the Parker Review.

We continue to support women advancing into senior roles, as evidenced by our participation in initiatives such as the Future Board Scheme and the 30%-Club. We are committed to enhancing the ethnic diversity of our leadership and succession pipeline. We are signatories of the Race at Work charter and are also founding members of the Change the Race Ratio Campaign, and continue to support and engage our ethnically diverse colleagues in programmes to identify, promote and develop high potential talent across the Group.