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# PRESIDENT'S MESSAGE

#### Dear members,

While uncertainty continues to hang over the global economy, I am pleased to report stable growth across majority of our business segments in 2019. We navigated the past year with a clear vision of our stewardship role and responsibilities. We also delivered on our promise to keep insurance accessible for our insureds and paid out more claims where protection is needed the most.

Importantly, we remained focused on working collaboratively with our members, partners, and stakeholders to uphold the interests of our membership and pursue progressive developments for the general insurance sector.

While the ongoing COVID-19 outbreak may signal tougher conditions for the market ahead, we have invested in a number of proactive initiatives to ensure that our members are well positioned to face evolving challenges in the short-term and into the new decade:

- Launching the GIA Insurance Fraud Tip-off (GIFT) reward scheme to work collectively with the public to combat insurance fraud and mitigate claim cost inflation.
- Boosting innovation for our new accident reporting platform, the GIA Easy Accident Reporting System (GEARS), to streamline claims process for both our members and the public.
- Kick-started crucial implementation work in preparation for new amendments to the Work Injury Compensation Act (WICA) 2019 and represented members' feedback in dialogues with our regulatory partners.
- Strengthening standards of conduct among insurers in Singapore by establishing the Insurance Culture and Conduct Steering Committee (ICCSC) in collaboration with the Monetary Authority of Singapore (MAS), the Life Insurance Association, Singapore (LIA Singapore), and the Singapore Reinsurers' Association (SRA).



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# Capturing the business zeitgeist of 2019

We undertook several key sector developments and regulatory advocacy in 2019 as part of solidifying Singapore's status as a leading global insurance hub. There are many factors that may adversely impact prospects post COVID-19, but we remain optimistically confident that collectively, with your support, the sector will successfully navigate its way through these uncertainties.

## Becoming one of the world's healthiest and safest workplaces

Together with our members, we have been actively engaging with the Ministry of Manpower (MOM) in preparation for the key changes outlined in WICA 2019, which will take effect in September 2020. We are fully supportive in delivering the objectives of enhanced protection for employees, more certainty for employers, and faster and simpler claims processes for everyone.

In 2019, we made significant progress in preparing the sector for changes to the WICA, including establishing an approved policy and starting important work on a data exchange portal. We remain in good stead for successful implementation of the key WICA changes this year.

## Future proofing the sector in today's fast-paced digital world

In line with Singapore's ambition to drive transformation across the economy, we formed a new Market Development Committee in 2019 to advance forward-looking matters in the areas of digitalisation. In anticipating the evolving nature of the impact technology can bring, the committee has been tasked to promote our members' interests in new insurtech developments and helping insurers strengthen competencies in underwriting new technology-based risks.

We also formed the Autonomous Vehicle (AV) Workgroup, in recognition that a suitable liability framework is necessary for future developments in the AV space. Work on a liability and insurance framework is already underway, and we look forward to strengthening the framework in close consultation with our members and partners in the new year.

# Our ambition for 2020 and beyond

This 2020, we will continue to spare no effort in bringing more insurance fraud cases to light, so we can do more to tackle rising claims inflation and ensure insurance remains accessible for consumers. Our members and industry partners can look forward to the formation of a new Centralised Investigation Bureau (CIB) this year to complement our existing Fraud Management System (FMS) and GIFT reward scheme, so we can detect fraud at scale more efficiently.

Another key focus is driving conversations on progress in key development areas – in closer collaboration with industry players, government agencies, regulators, and regional and global alliances. This is especially crucial to stem the spill-over effects of COVID-19 across our business segments. From boosting our clients' cyber preparedness to continuing dialogues with our core stakeholders on support schemes, we are committed to working closely with industry stakeholders to support Singapore's fight against COVID-19.

We also cannot overlook other critical issues like climate change and rising healthcare costs, which are no less important. We have been driving the development of a localised set of sustainable insurance guidelines as part of the joint Sustainable Insurance Committee together with MAS, LIA Singapore, and SRA, as well as working closely with LIA Singapore to ensure continued accessibility of healthcare insurance in Singapore as aligned with recommendations from the Health Insurance Task Force (HITF).

### Without your support, this would not have been possible

Even in times of global economic volatility, we remain confident that the sector will ride out this turbulent period with your support and commitment. We will navigate 2020 with the same balanced approach of conservative optimism and measured caution and ramp up public-private collaboration towards a stronger and more progressive general insurance sector.

# GIA MANAGEMENT COMMITTEE 2019

#### **MR A K CHER**

President

Tokio Marine Insurance Singapore Ltd.

#### **MR CHANG SUCHENG**

Vice-President Liberty Insurance Pte. Ltd

#### MR CRAIG ELLIS

Honorary Secretary
MSIG Insurance (Singapore) Pte. Ltd

#### MR KEVIN LEONG

Honorary Treasurer

AXA Insurance Pte Ltd.

#### **MR CHRISTIAN SANDRIC**

Member AIG Asia Pacific Insurance Pte. Ltd

#### **MR JIMMY TONG**

Member Great Eastern General Insurance Limited

#### **MR ANDREW YEO**

Member
NTLIC Income Insurance Co-operative Limited

#### MR RONAK SHAH

Member

QBE Insurance (Singapore) Pte. Ltd

#### MR PUI PHUSANGMOOK

Member

Sompo Insurance Singapore Pte. Ltd.

# GIA SECRETARIAT GROUP 2019

#### **CHIEF EXECUTIVE**

Ho Kai Weng

AGENTS'	REGISTRATION
ROADD	

CORPORATE COMMUNICATIONS

#### FINANCE TECHNICAL

#### **Manager** Texas Hong

**Manager** Jessica Li

#### **Head of Finance**

Melvin Fun Jimmy Tan

### Assistant Manager

**Senior Executive**Winston Lim

#### CORPORATE SERVICES

**Assistant Manager** Sharon Chen

**Senior Executive** 

**Technical Director** 

### Xu Li An

VVIIISCOTT EITT

#### Customer Service Officer

Rosalind Cher Iris Ng

### Administrator, Dist.

Helen Lum

## Executive (Talent Development & Events)

Shirin Chua

### Executive

Cynthia Chan

As of January 2020

#### **AGENTS' REGISTRATION BOARD**

#### Chairman

Mr Andrew Lim Great Eastern General Insurance Limited (Stepped down in Feb 2019)

Mr A K Cher Tokio Marine Insurance Singapore Ltd (Took over in Feb 2019 Stepped down in May 2019)

Mr Jimmy Tong
Great Eastern General Insurance Limited
(Took over in May 2019)

#### Member

Mr Choong Wing King
AIG Asia Pacific Insurance Pte Ltd

Mr Patrick Peck AXA Insurance Pte. Ltd. Stepped down in Aug 2019

Mr Jason Cheung AXA Insurance Pte. Ltd

Mr Lim Keng Hong Great Eastern General Insurance Limited Joined in Eeb 2019

Mr Kelvin Lim HL Assurance Pte. Ltd. Stepped down in Jul 201

Mr Kenneth Lim HL Assurance Pte. Ltd

Mr Peh Chee Kiong NTUC Income Insurance Co-operative Lim

Mr Bill O'Connell
NTUC Income Insurance Co-operative Limited

Ms Koh Yen Yen Sompo Insurance Singapore Pte. Ltd

Ms Joanne Huang Tokio Marine Insurance Singapore Ltd.

#### **BOLA ADJUDICATORS**

#### Member

AIG Asia Pacific Insurance Pte. Ltc

Ms Annie Chong AIG Asia Pacific Insurance Pte. Ltd. Stepped down in May 2019 Mr Lincoln Yeo Auto & General (Singapore) Holdings Pte. Limited

Mr Albert Chua Aviva Ltd. Stepped down in Oct 2019

Mr Christopher Chionh

Ms Khor Saw Theng AXA Insurance Pte. Ltd

AXA Insurance Pte. Ltd.

Ms Chee So Chow China Taiping Insurance (Singapore) Pte. Ltd.

Ms Susan Teo China Taiping Insurance (Singapore) Pte. Ltd

Mr Charandeep Singh Direct Asia Insurance (Singapore) Pte. Ltd.

Mr Charlie Neo ERGO Insurance Pte. Ltd. Stepped down in Mar 2019

Ms Annabel Tan
ERGO Insurance Pte. Ltd

Mr Pheobe Jay Xie

Ms Tracy Tan

Ms Lim Wen Hwei Etiga Insurance Pte. Ltd.

Ms Belliana Lim FWD Singapore Pte. Ltd.

Mr Low Yong Yeow FWD Singapore Pte. Ltd.

Mr Mekavathanan Sarangapani India International Insurance Pte. Ltd.

Liberty Insurance Pte. Ltd.

Mr Chew Beng Kee
Lonpac Insurance Berhad

Ms Mary Aloysia Nelson
MS First Capital Insurance Limited

Ms Novin Siah
MS First Capital Insurance Limited

Ms Jacqueline Leong MS First Capital Insurance Limited Stepped down in Jun 2019 Ms Eng Huey Ni MSIG Insurance (Singapore) Pte. Ltd.

Mr Jason Sim Poh Teck MSIG Insurance (Singapore) Pte. Ltd.

Mr Sam Tan MSIG Insurance (Singapore) Pte. Ltd

Mr Ghandian S/O Krishnan MSIG Insurance (Singapore) Pte. Ltc Stepped down in Oct 2019

Mr Eddie Loke
NTLIC Income Insurance Co-operative Limited

Ms Jenny Pe NTUC Income Insurance Co-operative Limited

Mr Alvin Tan Tokio Marine Insurance Singapore Ltd.

Mr Jeffrey Tay Tokio Marine Insurance Singapore Ltd. Stepped down in Oct 2019

#### **INSURANCE COMMITTEE**

#### Convenor

Mr Kevin Leong AXA XL

#### Member

Mr Simon Stonehouse
Asia Capital Reinsurance Group Pte. Ltd

Mr Sam Ladbury Chubb Insurance Singapore Limited

Cigna Europe Insurance Co S.A. - N.V. Singapore Branch

Mr Brendan Dunlea QBE Insurance (Singapore) Pte. Ltd

Mr Ronak Shah QBE Insurance (Singapore) Pte. Ltd

Mr Ho Woon Yang

Raffles Health Insurance Pte 1td

#### **INSURANCE FRAUD COMMITTEE**

#### Convenor

Mr Chang Sucheng Liberty Insurance Pte. Ltd. Stepped down in May 2019

MIT Andrew Yeo NTUC Income Insurance Co-operative Limited Joined in May 2019

#### Member

Mr Mohamad Nazri Ahmad AIG Asia Pacific Insurance Pte. Ltd.

Mr Jon Tay AXA Insurance Pte. Ltd

Mr Vincent Ho

Mr Choo Kwang Meng Commercial Affairs Department (Singapore Police Force)

Mr Eugene Lim
Commercial Affairs Department
(Singapore Police Force)

Mr Jeffrey Ng Commercial Affairs Department (Singapore Police Force) Stepped down in Aug 2019

Mr Johnny Sim Commercial Affairs Department (Singapore Police Force) Stepped down in Feb 2019

Mr Andy Foo Liberty Insurance Pte. Ltd

Mr Miguel Piombo Liberty Insurance Pte. Ltd

Mr Jason Sim MSIG Insurance (Singapore) Pte. Ltd.

Mr Norman Bay NTUC Income Insurance Co-operative Limited

Mr Jayadas Kandiah QBE Insurance (Singapore) Pte. Ltd

Mr Shawn Ngo Sompo Insurance Singapore Pte. Ltd Stepped down in Aug 2019

Mr Dominick Ho Tokio Marine Insurance Singapore Ltd

### INSURANCE STANDING COMMITTEE ON CYBER SECURITY COMMITTEE

#### Chairman

Mr Phoong Wei Sin
Prudential Assurance Company Singapore
(Pte) Limited

Mr Alan Lim NTUC Income Insurance Co-operative Limitec Took over in Dec 2019

#### Member

Mr Luke Chee AIA Singapore Private Limited

Mr Antonius Ruslan AIA Singapore Private Limited

Mr Mangaraja Saut Martua AIA Singapore Private Limited

Mr Jong Tau Fin AIG Asia Pacific Insurance Pte. Ltd

Mr Nicholas Catheral Aviva Ltd.

Mr Dave Lim AXA Insurance Pte. Ltd

Mr Jimmy Hor AXA Insurance Pte. Ltd

Mr Narsi Partha FWD Singapore Pte. Ltd

Ms Shilpa Tumma FWD Singapore Pte. Ltd.

Mr Liew Soon Bin Manulife (Singapore) Pte. Ltd.

Ms Kelly Yeo Monetary Authority of Singapore

Mr Joseph Goh Monetary Authority of Singapore

Mr Chris Yao Monetary Authority of Singapore

Mr Ho Chee Keong MSIG Insurance (Singapore) Pte. Ltc

Mr Oh Chee Siong MSIG Insurance (Singapore) Pte. Ltd

Ms Linda Seah NTUC Income Insurance Co-operative Limited

Mr Chen Boon Khing
NTUC Income Insurance Co-operative Limited

Mr Mark Tan NTUC Income Insurance Co-operative Limited

Mr Seow Kong Guan Prudential Assurance Company Singapore (Pte) Limited Mr Simon Au
OBE Insurance (Singapore) Pte 1 td

Ms Sheena Tan OBE Insurance (Singapore) Pte. Ltd

Mr Jeffrey Yeo Singapore Reinsurers' Association

Mr Thee Boon Hoo The Great Eastern Life Assurance Company Limited

Ms Kelly Goh The Great Eastern Life Assurance Company Limited

Mr Seah Kok Tiong
Tokio Marine Insurance Singapore Ltd

#### MARINE INSURANCE COMMITTEE

#### Convenor

Mr Michael Gourlay MSIG Insurance (Singapore) Pte. Ltd Stepped down in May 2019

Mr Simon Stonehouse Asia Capital Reinsurance Group Pte. Ltd Took over in May 2019

#### Member

Mr Pierre Chevalier Allianz Global Corporate & Specialty SE Stepped down in June 2019

Mr Sundeep Khera AXA XL

Mr David Lim Brit Global Specialty Singapore Pte. Ltd

Mr Paul Hackett Canopius Asia Pte. Ltd

Mr Richard Quek Gurbani & Co LLC Stepped down in March 2019

Mr Galvin Hu MS First Capital Insurance Limited

Mr Mohan Subbaraman Resource Law LLC Joined in June 2019

Mr Nick White

London Offshore Consultants

Mr Rama Chandran OBE Insurance (Singapore) Pte Itd

Mr Kenneth Chia Singapore Maritime Foundatior

#### MARKET DEVELOPMENT COMMITTEE

#### Convenor

Mr Chang Sucheng Liberty Insurance Pte. Ltd.

#### Co-convenor

Mr Karl-Heinz Jung ERGO Insurance Pte. Ltd.

#### Member

Mr Om Bhatia AIG Asia Pacific Insurance Pte. Ltd.

Ms Yvonne Chia Cigna Europe Insurance Co S.A. - N.V., (Singapore Branch) Stepped down in Dec 2019

Mr Jeffrey Chew ECICS Limited

Mr Kenneth Boey Etiga Insurance Pte. Ltd.

Mr David Broom FWD Singapore Pte. Ltd. Stepped down in Dec 2019

Mr Justin Yiu Liberty Mutual Insurance

Ms Susan Ong NTUC Income Insurance Co-operative Limited

Mr Goh Shun Quan QBE Insurance (Singapore) Pte. Ltd.

Ms Christine Wee Zurich Insurance Company Ltd.

Mr Oliver Vale Zurich Insurance Company Ltd.

#### **MOTOR COMMITTEE**

#### Convenor

Mr Pui Phusangmook NTUC Income Insurance Co-operative Limited Stepped down in May 2019

Mr Christian Sandric AIG Asia Pacific Insurance Pte. Ltd. Joined in June 2019

#### **Deputy Convenor**

Mr Sam Tan MSIG Insurance (Singapore) Pte. Ltd.

#### Member

Ms Annie Chong AIG Asia Pacific Insurance Pte. Ltd. Stepped down in May 2019

Mr Manick Bucha AIG Asia Pacific Insurance Pte. Ltd. Joined in May 2019

Ms Lily Chua Allied World Assurance Company, Ltd. (Singapore Branch)

Mr Alvino Kor Aviva Ltd.

Ms Khor Saw Theng AXA Insurance Pte. Ltd.

Mr Charlie Neo ERGO Insurance Pte. Ltd. Stepped down in Mar 2019

Mr Mekavathanan Sarangapani India International Insurance Pte. Ltd.

Ms Jelly Chua Liberty Insurance Pte. Ltd.

Ms Jenny Pe NTUC Income Insurance Co-operative Limited

Mr Leonard Ang QBE Insurance (Singapore) Pte. Ltd.

Mr Alvin Tan Tokio Marine Insurance Singapore Ltd.

### WORK INJURY COMPENSATION COMMITTEE

#### Convenor

Mr A K Cher Tokio Marine Insurance Singapore Ltd. Stepped down in June 2019

Mr Pui Phusangmook Sompo Insurance Singapore Pte. Ltd. Joined in June 2019

#### Member

Ms Jennine Ang AIG Asia Pacific Insurance Pte. Ltd.

Ms Lisa Marbon AXA Insurance Pte. Ltd. Stepped down in October 2019

Mr Storm Schroder AXA Insurance Pte. Ltd. Joined in October 2019

Mr Ng Kok Hee Allied World Assurance Company, Ltd. (Singapore Branch) Mr Norman Ngai Berkshire Hathaway Speciality Insurance

Mr Nick Wong EQ Insurance Company Ltd. Stepped down in June 2019

Mr Ryan Tan MSIG Insurance (Singapore) Pte. Ltd.

Ms Lee Li Li Tokio Marine Insurance Singapore Ltd.

Ms Rachael Pu QBE Insurance (Singapore) Pte. Ltd.

### CENTRALISED INVESTIGATION WORKGROUP

#### Chairman

Mr David Picking Direct Asia Singapore Pte. Ltd.

#### Member

Mr Justin Wong Auto & General (Singapore) Holdings Pte. Limited

Mr Jeremy Koh Aviva Ltd.

Ms Jean Ong Chubb Insurance Singapore Ltd.

Ms Chai Ee Laine Etiqa Insurance Pte. Ltd.

Mr Lionel Tan FWD Singapore Pte. Ltd.

Mr Foo Fook Khang Great Eastern General Insurance Limited

Ms Zuhaidah Samsuri India International Insurance Pte. Ltd.

Mr Andy Foo Liberty Insurance Pte. Ltd.

Mr Marcus Ho Liberty Insurance Pte. Ltd.

Mr Jason Sim MSIG Insurance (Singapore) Pte. Ltd.

Ms Looi Pek Hong MSIG Insurance (Singapore) Pte. Ltd.

Mr Norman Bay NTUC Income Insurance Co-operative Limited

Mr Jayadas Kandiah QBE Insurance (Singapore) Pte. Ltd.

Mr Shawn Ngo Tokio Marine Insurance Singapore Ltd.

Mr Dominick Ho Tokio Marine Insurance Singapore Ltd.

### CONSTRUCTION & ENGINEERING WORKGROUP

#### Chairman

Mr Brendan Dunlea QBE Insurance (Singapore) Pte. Ltd.

#### Member

Mr Teo Cher How Allianz Global Corporate Specialty SE Singapore

Mr Dean West AXA XL

Ms Wong Yoon Chien JLT Specialty Pte. Ltd.

Mr Tony Chapman Charles Taylor Adjusting

Mr Joe Wee Zurich Insurance Company Ltd. (Singapore Branch)

Mr Daniel Chan Munich Re Singapore Stepped down in March 2019

#### **ENERGY WORKGROUP**

#### Chairman

Mr Brendan Dunlea QBE Insurance (Singapore) Pte. Ltd.

#### Member

Ms Anita Mohamad Allianz Global Corporate Specialty SE Singapore

Ms Min Ong Berkshire Hathaway Speciality Insurance

Mr James Rout Chubb Insurance Singapore Limited

Mr Joe Hassett Marsh JLT Speciality

### TALENT & COMMUNICATIONS COMMITTEE

#### Convenor

Ms Stella Tan Sompo Insurance Singapore Pte. Ltd. Stepped down in March 2019

Mr Craig Ellis MSIG Insurance (Singapore) Pte. Ltd. Joined in March 2019

#### **Deputy Chairman**

Mr Michael Garrison Allied World Assurance Company, Ltd. (Singapore Branch)

#### Member

Ms Tessi Chan Allianz Global Corporate & Specialty SE Singapore Branch

Ms Hayley Yap AXA Insurance Pte. Ltd.

Ms Lydia Wee Institute of Banking and Finance Singapore

Mr Vincent Hu Institute of Banking and Finance Singapore

Mr Pavlos Spyropoulos Lloyd's of London (Asia) Pte. Ltd.

Ms Karine Kam Singapore College of Insurance

#### PUBLIC RELATIONS WORKGROUP

#### Chairman

Ms Claudia Salem AIG Asia Pacific Insurance Pte. Ltd. Stepped down in February 2019

#### Member

Ms Clare Anthuvan AIG Asia Pacific Insurance Pte. Ltd.

Ms Diane Yap AXA Insurance Pte. Ltd

Ms Christine Kam QBE Insurance (Singapore) Pte. Ltd.

Ms Tan Reayun Liberty Insurance Pte. Ltd.

#### **AUTONOMOUS VEHICLE WORKGROUP**

#### Chairman

Mr John Brice MSIG Insurance (Singapore) Pte. Ltd.

#### Membe

Mr Teo Ser Foong AIG Asia Pacific Insurance Pte. Ltd.

Mr Allan Han Tokio Marine Insurance Singapore Ltd.

Mr Dave Patil Liberty Insurance Pte. Ltd.

Mr Mekavathanan Sarangapani India International Insurance Pte. Ltd. Mr Eddie Loke

NTUC Income Insurance Co-operative Limited

Mr Rick Hunter @Wang Tian Le Auto & General (Singapore) Holdings Pte. Limited

#### FINANCE & TAX WORKGROUP

#### Chairman

Mr Jason Tan Liberty Insurance Pte. Ltd.

#### **Deputy Chairman**

Mr Adrian Chua Sompo Insurance Pte. Ltd.

#### Membe

Mr Howard Goh AIG Asia Pacific Insurance Pte. Ltd.

Ms Kathy Wong AIG Asia Pacific Insurance Pte. Ltd.

Ms Ng Hwee Kwan AIG Asia Pacific Insurance Pte. Ltd.

Mr De Guzman Gino AXA Insurance Pte. Ltd.

Ms Choo Mei Mei AXA Insurance Pt<u>e. Ltd.</u>

Mr Kelvin Ong Kian Beng Cigna Europe Insurance Co S.A. - N.V. (Singapore Branch) Stepped down in September 2019

Mr Tan Cheng Khiang Etiqa Insurance Pte. Ltd.

Ms Vanessa Teo Great American Insurance Company (Singapore Branch)

Ms Clara Low NTUC Income Insurance Co-operative Limited

Mr Tan Cheok Sin Tokio Marine Insurance Singapore Ltd.

Ms Loo Pei Ching Zurich Insurance Company Ltd. (Singapore Branch) Joined in September 2019

Ms Matthew Mcbride Zurich Insurance Company Ltd. (Singapore Branch) Joined in March 2019

Mr Philip Lam Zurich Insurance Company Ltd. (Singapore Branch) Joined in September 2019

### GIA EASY ACCIDENT REPORTING SYSTEM (GEARS) PROJECT STEERING COMMITTEE

#### Chairman

Mr Christian Sandric AIG Asia Pacific Insurance Pte. Ltd.

#### Member

Mr Sam Tan MSIC Incurance (Singapore) Dto I to

Ms Jenny Pe
NTUC Income Insurance Co-operative Limited

Mr Nirupam Das Liberty Insurance Pte. Ltd

Mr Ho Kai Weng General Insurance Association of Singapore

Mr Thibault Hauguel Shift Technology

### GEARS ACCIDENT REPORTING WORKGROUP

#### Member

Mr Mekavathanan Sarangapani India International Insurance Pte. Ltd

Mr Andy Fong
AIG Asia Pacific Insurance Pte. Ltd

Ms Priscilla Goh AIG Asia Pacific Insurance Pte I td

Ms Stacey Ng AXA Insurance Pte. Ltd.

Mr Jason Sim Poh Teck
MSIG Insurance (Singapore) Pte. Ltd.

Ms Alina Seah NTUC Income Insurance Co-operative Limiter

Mr Desmond Foo NTUC Income Insurance Co-operative Limited

#### **GEARS BOLA WORKGROUP**

#### Member

Mr Alvın Tan Tokio Marine Insurance Singapore Ltc

Ms Jelly Chua Liberty Insurance Pte. Ltd

Mr Khoo Kay Eng AIG Asia Pacific Insurance Pte. Ltd.

Mr Christopher Chionh AXA Insurance Pte. Ltd.

#### **GEARS NCD WORKGROUP**

#### Member

Mr Alvino Ko Aviva Ltd.

Ms Stacia Lim

NTUC Income Insurance Co-operative Limited

Mr Victor Su

NTUC Income insurance Co-operative Limited

Mr Andrew Lee China Taiping Insurance (Singapore) Pte. Ltc

Ms Joey Cheong AIG Asia Pacific Insurance Pte. Ltd.

### GEARS FINANCE AND ACCOUNTING WORKGROUP

#### Member

Mr Melvin Fun General Insurance Association of Singapore

#### MEDICAL INSURANCE WORKGROUP

#### Chairman

Ms April Chang Cigna Europe Insurance Co S.A. - N.V. (Singapore Branch)

#### Vice Chairman

Dr Ho Woon Yang Raffles Health Insurance Pte. Ltd

#### Member

Mr Julien Tardivat Aetna Insurance Company Limited (Singapore Branch)

Ms Jolene Chua

Ms Juliet Khew
AXA Insurance Pte. Ltd.

Mr Eric Tan

Ms Julie Lim

Cigna Europe Insurance Co S.A. - N.V Singapore Branch

EQ Insurance Company Limited

FWD Singapore Pte. Ltd.

Mr Saibal Bhattacharya FWD Singapore Pte. Ltd. Mr Colin Chu

Liberty Insurance Pte. Ltd

Mr Daren Ng

MSIG Insurance (Singapore) Pte. Ltd

Ms Susan Ong

NTUC Income Insurance Co-operative Limited

Mr Ronnie Tan

QBE Insurance (Singapore) Pte. Ltd

Ms Christine Wee Zurich Insurance Company Ltd (Singapore Branch)

#### POLITICAL RISK & TRADE CREDIT WORKGROUP

#### Chairman

Mr Sam Ladbury
Chubb Insurance Singapore Limited

#### Member

Mr Martin Phelan Aspen Insurance UK Limited (Singapore Branch)

Mr Mark Houghton AXA XL

Mr Barry Robinson OBE Insurance (Singapore) Pte. Ltd

Mr Jaime Taylor Talbot Risk Services Pte. Ltd

Mr Edmund Lee Tokio Marine Kiln

Mr Tim Warren Zurich Insurance Company Ltd.

Mr Edmund Arghard Zurich Insurance Company Ltd.

#### SPECIAL RISKS POOL

#### Chairman

Mr A K Cher Tokio Marine Insurance Singapore Ltd

#### Managei

Mr Chan Kheng Hua India International Insurance Pte. Ltd.

Ms Chin Oi Leng MS First Capital Insurance Limited

#### Member

Mr Charlie Neo ERGO Insurance Pte. Ltd. Stepped down in March 2019

Mr Andrew Lim Great Eastern General Insurance Limited Stepped down in Jan 2019

Mr Sam Tan MSIG Insurance (Singapore) Pte. Ltd

Ms Jenny Pe NTUC Income Insurance Co-operative Limited

Mr Pui Phusangmook NTUC Income Insurance Co-operative Limited Stepped down in March 2019

Ms Stella Tan Sompo Insurance Pte. Ltd. Stepped down in March 2019

# MEMBER COMPANIES

#### **Aetna Insurance Company Limited (Singapore Branch)**

80 Robinson Road #23-02/03 Singapore 068898 6395 6700 | 6395 6747 | www.aetna.com

#### **AIA Singapore Private Limited**

1 Robinson Road #13-00 AIA Tower Singapore 048542 1800-2488000 | 6538 5802 | www.aia.com.sg

#### AIG Asia Pacific Insurance Pte. Ltd.

78 Shenton Way #11-16 Singapore 079120 6419 1000 | 6225 6772 | www.aig.com

#### Allianz Global Corporate & Specialty SE, Singapore Branch

12 Marina View #14-01 Asia Square Tower 2 Singapore 018961 6297 2529 | 6297 1956 | www.allianz.com.sg

#### Allied World Assurance Company, Ltd (Singapore Branch)

60 Anson Road #08-01 Mapletree Anson Singapore 079914 6220 1188 | 6423 0798 | www.awac.com

#### Auto & General Insurance (Singapore) Pte. Limited

190 Clemenceau Avenue #03-01 Singapore Shopping Centre Singapore 239924 6221 2111 | 6725 0611 | www.budgetdirect.com.sg

#### Assistant And

4 Shenton Way #26-01 SGX Centre 2 Singapore 068807 6827 7988 | 6827 7900 | www.aviva-singapore.com.sg

#### AXA Insurance Pte. Ltd.

8 Shenton Way #24-01 AXA Tower | Singapore 068811 1800-8804-888 | 6880 4740 | www.axa.com.sg

#### **Berkshire Hathaway Specialty Insurance Company**

39 Robinson Road #10-01 Robinson Point Singapore 068911 6809 5323 | www.bhspecialty.com

#### China Taiping Insurance (Singapore) Pte. Ltd.

3 Anson Road #16-00 Springleaf Tower Singapore 079909 6389 6111 | 6222 1033 | www.sg.cntaiping.com

#### **Chubb Insurance Singapore Limited**

138 Market Street #11-01 CapitaGreen Singapore 048946 6398 8000 | 6298 1055 | www.chubb.com.sg

#### Cigna Europe Insurance Co S.A. - N.V., Singapore Branch

152 Beach Road #33-05 The Gateway East Building Singapore 189721 6391 9520 | 6391 9530 | www.cigna.com

#### Direct Asia Insurance (Singapore) Pte. Ltd.

20 Anson Road #08-01 Twenty Anson Singapore 079912 6532 2888 | 6516 0904 | www.directasia.com

#### **ECICS Limited**

10 Eunos Road 8 #09-04A Singapore Post Centre Singapore 408600 6337 4779 | 6338 9267 | www.ecics.com.sg

#### **EQ Insurance Company Limited**

5 Maxwell Road #17-00 Tower Block MND Complex Singapore 069110 6223 9433 | 6224 3903 | www.eqinsurance.com.sg

#### **ERGO Insurance Pte. Ltd.**

5 Temasek Boulevard #04-05 Suntec Tower Five Singapore 038985 6829 9199 | 6829 9248 | www.ergo.com.sg

#### Etiqa Insurance Pte. Ltd.

One Raffles Quay #22-01 North Tower Singapore 048583 6336 0477 | 6339 2109 | www.etiqa.com.sg

#### FWD Singapore Pte. Ltd.

6 Temasek Boulevard #18-01 Suntec Tower 4 Singapore 038986 6727 5700 | 6727 5799 | www.fwd.com.sg

#### **Great American Insurance Company, Singapore Branch**

3 Temasek Avenue #16-01 Centennial Tower Singapore 039190 6804 6000 | 6235 2616

#### **Great Eastern General Insurance Limited**

1 Pickering Street #01-01 Great Eastern Centre Singapore 048659 6248 2000 | 6532 2214 | www.greateasterngeneral.com

#### HL Assurance Pte. Ltd.

11 Keppel Road #11-01 ABI Plaza Singapore 089057 6702 0202 | 6221 3782 | www.hlas.com.sg

#### India International Insurance Pte. Ltd.

64 Cecil Street #04-00 & #05-00 IOB Building Singapore 049711 6347 6100 | 6225 7743 | www.iii.com.sg

#### Liberty Insurance Pte. Ltd.

51 Club Street #03-00 Liberty House Singapore 069428 6221 8611 | 6226 3360 | www.libertyinsurance.com.sg

#### Lloyd's of London (Asia) Pte. Ltd.

138 Market Street #05-01 CapitaGreen Singapore 048946 6499 9330 | 65387768 | www.lloyds.com

#### **Lonpac Insurance Bhd**

100 Beach Road #19-00 Shaw Tower Singapore 189702 6250 7388 | 6296 3767 | www.lonpac.com

#### **MS First Capital Insurance Limited**

6 Raffles Quay #21-00 Singapore 048580 6222 2311 | 6222 3547 | www.msfirstcapital.com.sg

# ASSOCIATE MEMBER

#### MSIG Insurance (Singapore) Pte. Ltd.

4 Shenton Way #21-01 SGX Centre 2 Singapore 068807 6827 7888 | 6827 7800 | www.msig.com.sg

#### NTUC Income Insurance Co-operative Limited

75 Bras Basah Road NTUC INCOME Centre Singapore 189557 6788 1777 | 6338 1500 | www.income.com.sg

#### QBE Insurance (Singapore) Pte. Ltd.

1 Raffles Quay #29-10 South Tower Singapore 048583 6224 6633 | 6533 3270 | www.qbe.com.sg

#### Raffles Health Insurance Pte. Ltd.

25 Tannery Lane Singapore 347786 6812 6500 | 6812 6614/5 | www.raffleshealthinsurance.com

#### Sompo Insurance Singapore Pte. Ltd.

50 Raffles Place #05-01/06 Singapore Land Tower Singapore 048623 6461 6555 | 6221 3302 | www.sompo.com.sg

#### Starr International Insurance (Singapore) Pte. Ltd.

138 Market Street #16-04 CapitaGreen Singapore 048946 6514 0718 | www.starrcompanies.com

#### Swiss Re International SE Singapore Branch

12 Marina View #16-01 Asia Square Tower 2 Singapore 018961 6428 1800 | www.swissre.com

#### **Tokio Marine Insurance Singapore Ltd**

20 McCallum Street #09-01 Tokio Marine Centre Singapore 069046 6221 6111 | 6221 4355 | www.tokiomarine.com.sg

#### **United Overseas Insurance Ltd**

3 Anson Road #28-01 Springleaf Tower Singapore 079909 6222 7733 | 6327 3869 | www.uoi.com.sg

#### XL Insurance Company SE Singapore Branch

138 Market Street #10-01 CapitaGreen Singapore 048946 6538 8718 | 6557 0012 | www.xlgroup.com

#### **Zurich Insurance Company Ltd (Singapore Branch)**

50 Raffles Place #29-01 Singapore Land Tower Singapore 048623 6236 2210 | 6538 4184 | www.zurich.com

#### **Singapore Reinsurers' Association**

180 Cecil Street #16-04, Bangkok Bank Building Singapore 069546 6805 0760 | 6805 0769 | www.sg-reinsurers.org.sg

# PRESIDENTS AND VICE-PRESIDENTS

PRESIDENTS		VICE-PRESIDENT	rs .
1966 – 1967	Tan Hoay Gie	1966 – 1967	A.E. Sheperd
1968 – 1968	A.G. Mackenzie	1967 – 1967	M.J.S. Newman
1969 – 1969	A.D. Moodie	1968 – 1968	Tan Eng Heng
1970 – 1970	Maurice C. Lee	1969 – 1969	Tan Hoay Gie
1971 – 1971	Tan Hoay Gie	1970 – 1970	D.M. Rae
1972 – 1972	A.T. Shimpi	1970 – 1970	J.A. Gilmour
1973 – 1975	Chew Loy Kiat	1971 – 1971	J. Pocock
1976 – 1977	A.T. Shimpi	1972 – 1974	D.J. Collins-Taylor
1978 – 1979	Tan Hoay Gie	1975 – 1976	R.E. Hughes
1980 – 1981	Hwang Soo Jin	1977 – 1977	D.E. Parry
1982 – 1983	Koh Bee Chye	1977 – 1980	P.J. Rackley
1984 – 1985	Teo Kwang Whee	1980 – 1981	G.L. Ellis
1986 – 1987	Hwang Soo Jin	1982 – 1982	D.S. Wyber
1988 – 1989	Koh Bee Chye	1983 – 1983	R.G. Dougal
1990 – 1991	Peter Lee Bong Soo	1983 – 1983	N.F. Seddon
1992 – 1993	Peter Yap Kim Kee	1984 – 1984	K.F. Jones
1994 – 1995	David Chan Mun Wai	1984 – 1986	S.R. Moffatt
1996 – 1997	Loo Sun Mun	1987 – 1987	Paul Frankland
1998 – 1999	Albert Koh	1988 – 1991	Loo Sun Mun
2000 – 2000	Seow Nee Shek	1992 – 1993	W.J. Perrott
2001 – 2002	Law Song Keng	1993 – 1993	David Chan Mun Wa
2003 – 2004	Terence Tan	1994 – 1995	Margaret Yang
2005 – 2012	Derek Teo	1996 – 2000	David Chan Mun Wa
2013 – 2018	A K Cher	2001 – 2001	Peter Yap Kim Kee
2018 – 2019 (June)	Karl Hamann	2002 – 2002	Neil Emery
2019 (June) – Present	A K Cher	2003 – 2005	Stella Tan
		2006 – 2011	Michael Goodwin
		2012 – 2012	A K Cher
		2013 – 2019	Stella Tan
		2019(Feb) – 2019(May)	Pui Phusangmook
		2019 – Present	Chang Sucheng

# BUSINESS IN REVIEW

# GROSS WRITTEN PREMIUM VS UNDERWRITING RESULTS

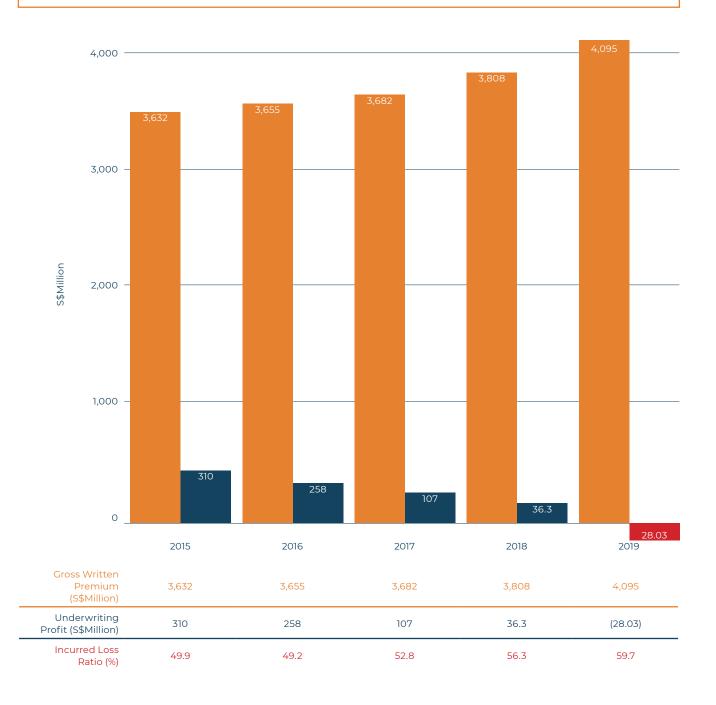
Premiums up 7.6% to **S\$4.10 billion** 

Underwriting loss of

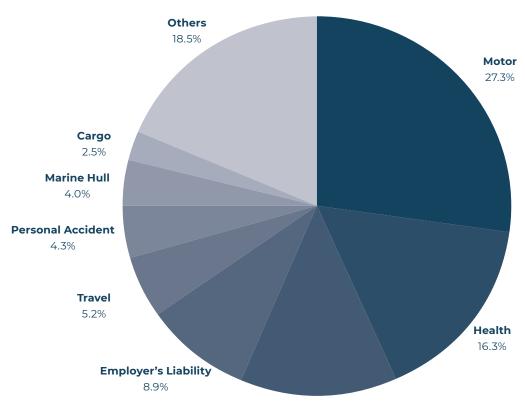
▼ \$\$28.03 million

Gross Written Premium (S\$Million)

Underwriting Profit/(Loss) (S\$Million)



# MARKET SHARE BY GROSS WRITTEN PREMIUM



Property 13.1%

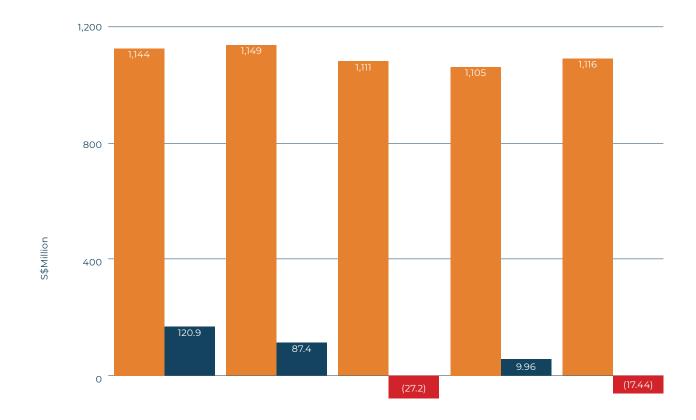
	Gross Written Premium (S\$'Million)	Market Share (%)
Motor	1,116,684	27.3
Health	666,824	16.3
Property	538,161	13.1
Employer's Liability	365,597	8.9
Travel	211,364	5.2
Personal Accident	176,799	4.3
Marine Hull	163,396	4.0
Cargo	100,275	2.5
Others	756,562	18.5

# **MOTOR INSURANCE**



Underwriting loss of ▲ S\$17.44 million

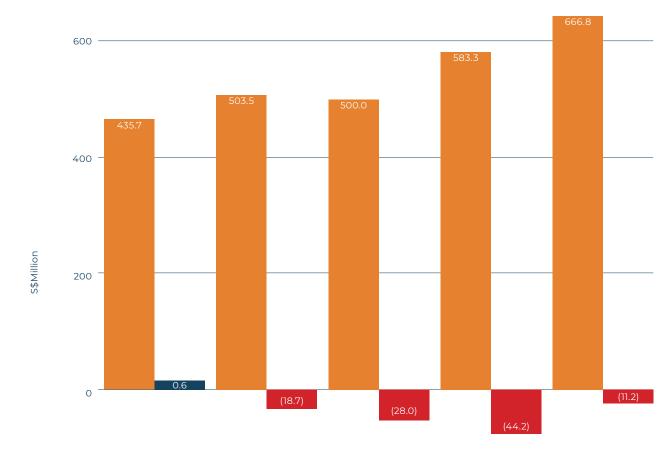




-400 —					
	2015	2016	2017	2018	2019
Gross Written Premium (S\$Million)	1,144	1,149	1,111	1,105	1,116
Underwriting Profit (S\$Million)	120.9	87.4	(27.2)	9.96	(17.44)
Incurred Loss Ratio (%)	55.9	53.9	64.9	61.8	64.8

# **HEALTH INSURANCE**

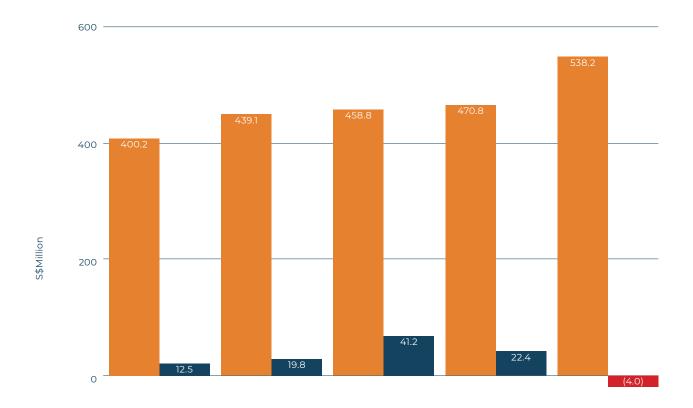




-200 —					
200	2014	2015	2016	2017	2018
Gross Written Premium (S\$Million)	435.7	503.5	500.0	583.3	666.8
Underwriting Profit (S\$Million)	0.6	(18.7)	(28.0)	(44.2)	(11.2)
Incurred Loss Ratio (%)	65.8	73.4	74.4	77.5	70.7

## PROPERTY INSURANCE



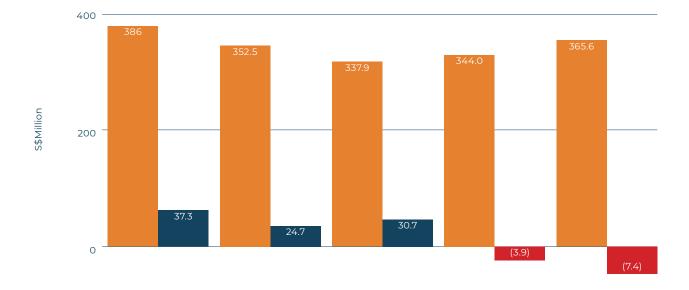


-200 —						
200	2015	2016	2017	2018	2019	
Gross Written Premium (S\$Million)	400.2	439.1	458.8	470.8	538.2	
Underwriting Profit (S\$Million)	12.5	19.8	41.2	22.4	(4.0)	
Incurred Loss Ratio (%)	35.2	32.1	21.7	30.1	42.4	

## **EMPLOYERS' LIABILITY**



600 —



-200 ——					
200	2015	2016	2017	2018	2019
Gross Written Premium (S\$Million)	386	352.5	337.9	344.0	365.6
Underwriting Profit (S\$Million)	37.3	24.7	30.7	(3.9)	(7.4)
Incurred Loss Ratio (%)	57.5	54.9	53.2	65.9	67.3

## TRAVEL INSURANCE

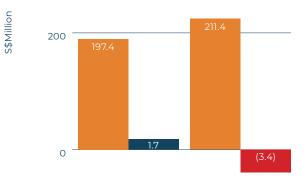
Premiums up 7.1% to **S\$211.4 million** 

Underwriting loss of ▼S\$3.4 million

Gross Written Premium (S\$Million)

Underwriting Profit/(Loss) (S\$Million)

400



-200 —		
200	2018	2019
Gross Written Premium (S\$Million)	197.4	211.4
Underwriting Profit (S\$Million)	1.7	(3.4)
Incurred Loss Ratio (%)	43.5	48.7

¹(Travel) is a segment within Personal Accident.

## PERSONAL ACCIDENT INSURANCE

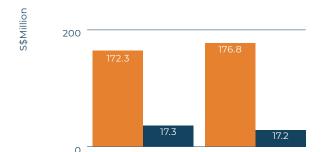
Premiums up 2.6% to

Underwriting profit of

Gross Written Premium (S\$Million)

**Underwriting Profit/(Loss)** (S\$Million)

▲ S\$176.8 million ▲ S\$17.2 million



-200 —		
200	2018	2019
Gross Written Premium (S\$Million)	172.3	176.8
Underwriting Profit (S\$Million)	17.3	17.2
Incurred Loss Ratio (%)	29.1	29.7

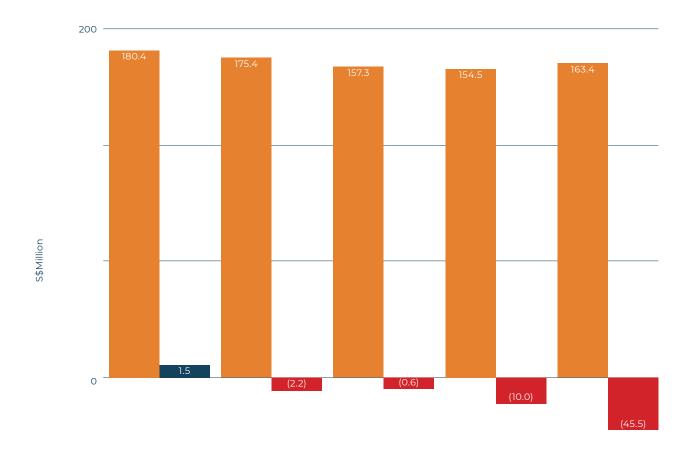
## MARINE HULL INSURANCE

Premiums up 5.8% to **S\$163.4 million** 

Underwriting loss of ▼S\$45.5 million

Gross Written Premium (S\$Million)

Underwriting Profit/(Loss) (S\$Million)



	2015	2016	2017	2018	2019
Gross Written Premium (S\$Million)	180.4	175.4	157.3	154.5	163.4
Underwriting Profit (S\$Million)	1.5	(2.2)	(0.6)	(10.0)	(45.5)
Incurred Loss Ratio (%)	58.3	60.4	57.1	65.9	119.2

## **CARGO INSURANCE**

Premiums up 11.4% to

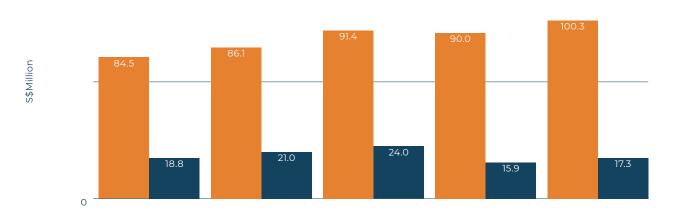
▲ S\$100.3 million

Underwriting profit of **▲ S\$17.3 million** 

Gross Written Premium (S\$Million)

Underwriting Profit/(Loss) (S\$Million)

200



	2015	2016	2017	2018	2019
Gross Written Premium (S\$Million)	84.5	86.1	91.4	90.0	100.3
Underwriting Profit (S\$Million)	18.8	21.0	24.0	15.9	17.3
Incurred Loss Ratio (%)	27.0	14.0	2.1	16.6	14.3

# BREAKDOWN OF SPECIALTY CLASSES



 ${}^*\!\text{New class of statistic under the Monetary Authority of Singapore's revised insurance returns}$ 

36.6

(3.5)

(0.9)

1.6

0.3

8.4

(16.3)

Underwriting

Profit (S\$Million)

# CALENDAR OF EVENTS

# CALENDAR OF **EVENTS 2019**

- · Migration of the Agents' Registration CPD Management and Industry Performance

# INDUSTRY INITIATIVES

ALONGSIDE THE MANAGEMENT COMMITTEE AND THE AGENTS' REGISTRATION BOARD, GIA'S SEVEN STANDING COMMITTEES AND SIX WORKGROUPS SAW EXTENSIVE PROGRESS IN KEY PROJECTS INCLUDING OPERATIONALIZING NEW AMENDMENTS TO THE WORK INJURY COMPENSATION ACT (WICA), DEVELOPMENTAL WORK FOR THE NEW GIA EASY ACCIDENT REPORTING SYSTEM (GEARS) SOLUTION AND REVISION OF THE GENERAL **INSURANCE AGENTS' REGISTRATION** REGULATIONS (GIARR).

# HERE'S A LOOK AT SOME OF OUR MAIN ACCOMPLISHMENTS IN 2019

# Driving Innovative Change for Business Excellence in All Economic Conditions

In active response to the increasingly variable business environment, the association's core standing committees completed a restructuring exercise in 2019 to ensure that members remain strategically placed to maximise emerging opportunities and market developments.

Three new committees – Insurance, Market Development and Talent & Communications – were established, joining the ranks to form the core workstreams supporting the critical sector development work of the association.

Alongside the Management Committee and the Agents' Registration Board, GIA's seven standing committees and six workgroups saw extensive progress in key projects including operationalizing new amendments to the Work Injury Compensation Act (WICA), developmental work for the new GIA Easy Accident Reporting System (GEARS) solution and revision of the General Insurance Agents' Registration Regulations (GIARR).

#### **GIA Standing Committees and Workgroups**

#### **Insurance Committee**

- · Marine Insurance Committee
- · Construction & Engineering Workgroup
- · Medical Insurance Workgroup
- · Political Risk & Trade Credit Workgroup

#### **Insurance Fraud Committee**

#### **Market Development Committee**

#### **Motor Committee**

#### **Talent and Communications Committee**

- · Education & Talent Development Workgroup
- · Public Relations Workgroup

#### **Work Injury Compensation Committee**

#### Finance & Tax Workgroup

# Expanding Singapore's Regional and Global Footprint

Recognising the importance of active advocacy in carrying out Singapore's role as a global citizen, the association represents and advances our member's interests on both regional and international platforms.

As a founding member state of the ASEAN Insurance Council (AIC), we represented Singapore in the AIC's calendar of regional dialogues and meetings including the 6th Council of Bureaux and the 45th ASEAN Insurance Council Meeting, held in April in Brunei and November in Myanmar respectively.

The AIC was formed on 4 April 1978 to serve as a regional platform for insurance leaders, regulators and practitioners to exchange expertise and promote the development of the insurance industries in the ASEAN region. It comprises 13 insurance association members across the eight ASEAN jurisdictions – Brunei Darussalam, Cambodia, Laos, Malaysia, Philippines, Singapore, Thailand and Vietnam.

In the same spirit of cultivating collaboration, the association also actively participates in the annual inter-regional liaison meeting between the general insurance industry associations of Brunei, Malaysia, Singapore and Thailand. The 2020 BITA-GIA-PIAM-TGIA liaison meeting was held in September and hosted by Brunei.

### International Liaison

Fostering mutual knowledge exchange and sharing, the association received several delegations from various regional and international technical and academic bodies including Central Bank of Malaysia (Bank Negara Malaysia) and the Catalonia Trade & Investment Agency.

## **Industry Development**

Operational excellence remained a central theme of the association's industry development work in 2019.

Vital progress was made in the transitioning of the current GIA Record Management Centre (GIARMC) to the new GIA Easy Accident Reporting System (GEARS). Spearheaded by a dedicated Project Steering Committee and supported by a project manager, key milestones were achieved in quick succession following the award of the project to Shift Technology. GEARS will deliver an enhanced claims processing workflow for members and a customer focused solution for insureds. A townhall meeting was held in November with member insurers to highlight key benefits of the new solution and to discuss queries raised from member representatives.

The new GEARS will offer augmented accident reporting benefits for parties involved including an option for mobile reporting, increased ease of exchanging particulars and the ability to purchase accident reports online.



Members' Townhall on the GEARS project held on 12 November 2019

The General Insurance Agents' Registration Regulations (GIARR) underwent a review in 2019 to align the regulations to evolving industry standards, current business practices and add clarity to existing regulations. The GIARR was first implemented in 1990 to promote the enhancement of standards and professionalism of the industry and had undergone prior revisions.



# Regulatory Engagement and Advocacy

In 2019, the Work Injury Compensation Bill 2019 was passed in Parliament, offering key amendments to the WICA as part of efforts to enhance the system for both employers and employees. The new WICA is scheduled to take effect on 1 September 2020 and will require important preparatory work by the sector to ensure smooth implementation of these changes.

The WICA committee has been actively driving crucial implementation work on behalf of the sector and regularly engaging MOM to address and incorporate feedback raised by the membership. Significant progress has been made in establishing an approved policy wording and the development of a data exchange portal. The association looks to continue working closely with our member insurers to complete all necessary preparations to accept and process WIC claims when the new act comes into effect.



WIC member insurer representatives at the MOM's WIC Insurance Industry Consultation session

Underscoring the association's vision to promote a progressive insurance sector, GIA alongside our industry association partners, has been active in several intra-sector steering committees led by the Monetary Authority of Singapore (MAS).

The Insurance Culture & Conduct Steering Committee was established by the MAS together with the industry associations representing the general, life and reinsurance segments of the business to foster sound culture and strengthen standards of conduct among insurers in Singapore. Comprising 13 insurer representatives, the ICCSC will monitor trends and identify emerging issues, collaborate with MAS on initiatives such as industry self-assessments and the development of good practice guides, and champion adoption of good practices by the insurance industry including distributors.

GIA is also the secretariat lead of the Sustainable Insurance Committee (SIC), co-chaired by MAS and a representative from the insurance sector. The SIC drafted a proposed environmental risk management guideline, slated for a consultation with various financial institutions and stakeholders by end-2020.

## Investing in Our People

As a member of the Singapore community, we believe in contributing back and benefitting the society at large. Corporate social responsibility forms a core thrust for the association and with that goal, the sector has been coming together annually to raise funds for underrepresented communities through the GIA Swing for Charity golf tournaments.

For 2019, lead organising company, AXA Insurance Pte Ltd, together with generous sponsors and partners from the insurance sector raised \$95,000 for designated beneficiaries, the Singapore Cancer Society and SportCares Foundation (through receiving Institution of Public Character, the Vision 2030 Fund).



From left to right: Mr
Albert Ching, Chief
Executive Officer of
the Singapore Cancer
Society, Mr A K Cher, GIA
President, Mr Jeremy
Ong, Chief Customer &
Operations Officer of
AXA Insurance Pte Ltd
and Mr Kerk Kim Por,
Director of SportCares
Foundation.



Golfers on the green at the thirteenth GIA Swing for Charity golf tournament Understanding the importance of investing in our people, GIA has been running an industry-leading internship programme since 2008. The multi-disciplinary GIA Internship Programme (GIP) offers interns a platform to gain meaningful exposure and insights into a career in insurance. Open to undergraduates from various disciplines, the GIP aims to build a sustainable talent pipeline for the sector. We thank our participating host companies, mentors and trainers for generously contributing their experience and expertise to this long-running talent development initiative.



Mr Ho Kai Weng, Chief Executive of the GIA, speaking to the interns at the GIP pre-internship training session

