



# **SBS PHILIPPINES CORPORATION**

## **AMENDED BOARD DIVERSITY POLICY**

### **I. PURPOSE**

In line with SBS Philippines Corporation's ("SBS" or the "Company") commitment to adhere to the principles of good corporate governance, the SBS Board Diversity Policy (the "Policy") is hereby established to ensure that the Board of Directors of the Company has an appropriate mix of expertise, experience, independence, knowledge and skills that will encourage critical discussion and promote sound decision making in the attainment of the Company's strategic objectives and sustainable development.

### **II. POLICY STATEMENT AND PRINCIPLES**

1. The Company recognizes the benefits of having a board that possesses a diversity of functional expertise, professional experience, qualifications and skills regardless of age and gender, in order to achieve a balance of perspectives appropriate to the requirements of the businesses of the Company and for the effective discharge of the duties and responsibilities of the Board.
2. The Board shall aim to have at least two (2) female directors as members. The Company is not averse to having more than two female directors at any given time.

### **III. MEASURABLE OBJECTIVES**

The members of the Board of Directors shall be selected from a broad pool of qualified nominees. In order to achieve a diverse board, varied aspects are to be considered, including, but not limited to variety in terms of: academic, professional and business background, age, gender, and other regulatory requirements. The final composition of the board shall be grounded on merit and potential contribution of the selected directors to the Company.

#### **IV. MONITORING AND REPORT**

The Corporate Governance Committee shall conduct, from time to time, a review of this Policy, and other Corporate Governance policies as often as necessary to ensure that the provisions remain applicable to the Company. The Committee shall also recommend any practicable amendments to the Policy.

#### **V. DISCLOSURE**

1. This Policy, as well as the final composition of the Board, shall be published on the Corporate Governance section of Company's website for public information.
2. A summary of this Policy will be disclosed in the Integrated Annual Corporate Governance Report (I-ACGR).

#### **VI. EFFECTIVITY**

The Board Diversity Policy was approved by the Board of Directors upon endorsement of the Corporate Governance Committee effective November 9, 2021.