

V. Monitoring and Assessment

The Corporate Governance and Sustainability Committee shall oversee, review, and assess the:

1. Gaps in the mix of expertise of the members of the board to address current and future strategic needs;
2. Structure, size and composition of the Board to maintain objective oversight;
3. Demographic traits to reflect broader stakeholder values;
4. Selection standards, nomination and recruitment process for Directors;
5. Independence of Board members.

To ensure the effectiveness of the Board, Board Committees and individual Directors, in executing its duties and responsibilities, the balance of skills, experience, independence and knowledge of the Company and the diversity representation, how effectively the Board works together as a unit and other factors relevant to its overall performance shall be assessed by the Committee as part of the annual performance evaluation.

At least once every three (3) years, or more frequently as required, the committee may engage an external facilitator to support the assessment.

When there are appointments to the board, the Committee shall report on the process it adopted.

VI. Policy Review

1. The Corporate Governance Committee shall review this Policy and other corporate governance policies annually, or as needed, to ensure their provisions remain applicable to the Company.
2. The Committee shall also recommend any practicable amendments to the Policy.

VII. 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).

VIII. Effectivity

The Amended Board Diversity Policy was approved by the Board of Directors upon endorsement of the Corporate Governance and Sustainability Committee effective **October 06, 2026**.

Record of Changes

Version Number	Document Title	Approval Date
1.0	BOARD DIVERSITY POLICY	Approved by the Board of Directors on August 05, 2020
2.0	AMENDED BOARD DIVERSITY POLICY	Approved by the Board of Directors on November 09, 2021