



## BOARD DIVERSITY POLICY

We recognize the value of a diverse Board and commit to promoting diverse membership among our directors.

Consistent with our values and company policies, no director or candidate for directorship shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious or cultural backgrounds.

The members of the Board of Directors shall be selected from a broad pool of qualified nominees, with expertise, experience, independence and skills as the main criteria. The final composition of the Board shall be based on merit and potential contribution to the Company.

To avoid groupthink and ensure optimal decision-making, the Board shall have:

- at least three (3) independent directors or one-third of the entire board, whichever is higher
- mostly non-executive members who possess the necessary qualifications to effectively participate and help secure independent judgement on corporate affairs and to substantiate proper checks and balances<sup>1</sup>.

Directors must also have a strong understanding of construction, engineering, finance, business development and corporate governance to encourage a diversified collaboration of views and skill set within our Board.

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<sup>1</sup> [https://www.sec.gov/ph/wp-content/uploads/2019/11/2016\\_memo\\_circular\\_no.19.pdf](https://www.sec.gov/ph/wp-content/uploads/2019/11/2016_memo_circular_no.19.pdf)