



POLICY ON BOARD DIVERSITY

PURPOSE AND POLICY

This policy is intended to provide a framework for inclusion to promote diversity in the Board of MEDICARD PHILIPPINES, INC. (MPI)

MPI is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

The Board of Directors of MPI believes in the benefits diversity brings and it recognizes that diversity of thought makes prudent business sense. Having a board composed of men and women with diverse skills, experience, backgrounds and perspectives means:

- competitive advantage;
- robust understanding of opportunities, issues and risks;
- inclusion of different concepts, ideas, and relationships;
- enhanced decision-making and dialogue; and
- heightened capacity for oversight of the organization and its governance.

For purposes of Board composition, diversity includes, but is not limited to, business and industry skills and experience, gender, and ethnicity. The Board will make good use of these differences and distinctions among individuals in determining the optimum composition of the Board.

All Board appointments must collectively reflect the diverse nature of the business environment in which the organization operates and be made on merit, in the context of the skills, experience, independence and knowledge which the Board requires to be effective.

PHILOSOPHY

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We aim to recognize and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We promise to investigate underlying assumptions that interfere with our diversity policy.
- We commit to advocating for systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
- We commit to challenging commonly accepted notions about what constitutes strong leadership within our organization.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our board and leadership positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.

PROCESS

To achieve its diversity aspirations, the Board will:

- Set measurable objectives to achieve gender diversity with the ultimate goal of having a composition of the Board where each gender represents at least thirty percent (30%).
- Ensure the board's composition considers the balance of skills, experience, knowledge, perspectives, independence and characteristics in alignment with the strategic needs MPI and the environment in which it operates.
- Identify suitable candidates for appointment to the Board considering candidates on merit against objective criteria, and with due regard for the benefits of diversity on the team.
- Maintain an ongoing list of potential candidates. The list will include equal numbers of both genders. Whenever the list is not gender balanced, for each cycle of Board recruitment, the company will not rely on the list but will search beyond it to bring it back into balance.
- Monitor and report annually, in the corporate governance section of MPI's annual report and on its website its progress with respect to this policy.

REVIEW

This policy will be reviewed annually and any adjustments/revisions that may be required will be recommended to the Board for consideration and approval.