



2023

DIGIPLUS
SUSTAINABILITY REPORT

I.

Contextual Information

Name of Organization

DigiPlus Interactive Corp.

Location of Headquarters

32-36 Floors, Ecoprime Building
32nd St. Corner, 9th Avenue, Bonifacio Global City
Taguig City, 1635

Location of Headquarters

Through our subsidiaries, we operate in multiple locations:

Blue Chip Gaming and Leisure Corporation

(BCGLC or Blue Chip) operates in the following locations:

- Bacolor, Pampanga
- Subic, Zambales
- Malate, Manila
- Sta. Rosa, Laguna
- San Pedro, Laguna
- Davao City, Davao

AB Leisure Exponent, Inc. (ABLE) & Total Gamezone Xtreme Incorporated (TGXI)

are managed by one team and operate in the following areas:

- Area 1: Western North Luzon
- Area 2: Eastern North Luzon
- Area 3: Pampanga / Bulacan
- Area 4: Bulacan / Valenzuela
- Area 5: Cavite / Laguna
- Area 6: Batangas / Camarines Sur / Masbate
- Area 7: Rizal
- Area 8: Las Piñas / Parañaque / Pasay
- Area 9: Mandaluyong / Marikina
- Area 10: Makati / Manila
- Area 11: Northern Quezon City
- Area 12: Other Areas in Quezon City / San Juan
- Area 13: Negros / Iloilo / Palawan
- Area 14: Cebu
- Area 15: Mindanao

Report Boundary

(Legal entities covered in the report)

This report covers the holding company, DigiPlus Interactive Corp. (DigiPlus), as well as the following subsidiaries:

- AB Leisure Exponent, Inc. (ABLE)
- Total Gamezone Xtreme Incorporated (TGXI)
- Blue Chip Gaming and Leisure Corporation (BCGLC or Blue Chip)

Business Model

(Including Primary Activities, Brands, Products, and Services)

DigiPlus Interactive Corp. (DigiPlus) is a leading digital entertainment company in the Philippines, with over 20 years of experience in the leisure and entertainment industries. We envision to be the number one diversified leisure and entertainment hub with diverse product offerings in digital gaming, media streaming, traditional & e-bingo, sports betting, digital card games, and carnival games. Our flagship products such as BingoPlus, ArenaPlus, PeryaGame, and BingoPlus Poker were developed in-house and from the ground up using cutting edge technology and top talents from the global technology industry.

We aim to multiply the fun and happiness in peoples' lives anytime and anywhere. Our digital platforms are complemented by over 140 operating sites nationwide, creating a seamless integration of our online and on-site customer experience. Moving forward, we will continue to unlock more business opportunities and refine our existing platforms through established digital operational capabilities, alongside marketing and analytics powered by big data.

Our portfolio of entertainment products includes:

- 1 BingoPlus**
Launched in January 2022, BingoPlus is the leading digital bingo platform in the country offering the game to bingo-loving Filipinos anytime and anywhere. Its robust technology infrastructure is complemented by over 140 physical sites spread out across the Philippines.
- 2 ArenaPlus**
ArenaPlus is the country's premiere sports betting brand, offering sports fans the opportunity to add more excitement to their favorite sports. ArenaPlus offers betting services for a variety of sports both locally and internationally, including professional basketball, volleyball, and football.
- 3 PeryaGame**
PeryaGame, which mirrors traditional Filipino carnival games, offers a wide selection of games of chance that involve cards, colors, and numbers. PeryaGame makes these luck-based games approachable and accessible with affordable buy-ins and simple game mechanics so everyone can join in the fun.
- 4 BingoPlus Poker**
BingoPlus Poker captures the thrill and fun of well-loved card games in the digital space, allowing users to play their favorite card games anytime, anywhere.

Reporting Period

CY 2023 (January 1, 2023 – December 31, 2023)

Highest Ranking Person Responsible for the Report

MR. TSUI KIN MING

President

To request additional information or ask any questions, please email: inquiry@digiplus.com.ph

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Drink Sustainability Communications
www.drinkph.com

A. Industry Benchmarking

As we began our digital transformation, we found it necessary to further understand what sustainability means for DigiPlus. The first step was to benchmark ourselves against leading industry peers. To implement this, we sought the guidance and support of a third-party sustainability consultant.

To understand our baseline, the following were reviewed: our company history and business milestones; information about core business units; strategic outlook; major risks and opportunities; financial performance; board meetings and disclosures; governance policies; and previous sustainability reports.

The benchmarking exercise involved evaluating our progress with that of comparable listed companies. Benchmarking criteria were based on the following key areas: economic impact and business, governance structure, users or customers, employees' welfare, and the environment. The benchmarking exercise revealed that while we are still at the start of our sustainability journey, we are on track to go beyond compliance through efforts such as firming up our material topics and aligning with global sustainability reporting frameworks such as the Global Reporting Index (GRI), Sustainability Accounting Standard (SASB), and the Integrated Reporting (IR) Framework.

B. Stakeholder Engagement

Through stakeholder engagement, we determined our key issues and identified our material environmental, social, and governance themes. The engagement also allowed us to review our risk approach, regulatory compliance, opportunities for innovation, employee management, and community relationships.

Our stakeholder engagement was conducted from September 6 to 20, 2023. Participants that were interviewed included nine internal stakeholders and two external partners. Internal stakeholders included the President, along with the heads of Finance, Investor Relations, Legal and Compliance, Human Resources, Data Privacy, and Operations. The external stakeholders involved were represented by an investor rating company and iAcademy, our education partner for the FutureSmart Scholarship Program of BingoPlus Foundation.

The list of interview questions used in the stakeholder engagement sessions was formulated based on the review of our assets, sustainability reports, and the results from our industry benchmarking exercise, which presented an initial list of material topics. SASB disclosures and metrics were also considered, particularly industry specific topics under internet media and services, media and entertainment, and casinos and gaming.

C. Materiality Review

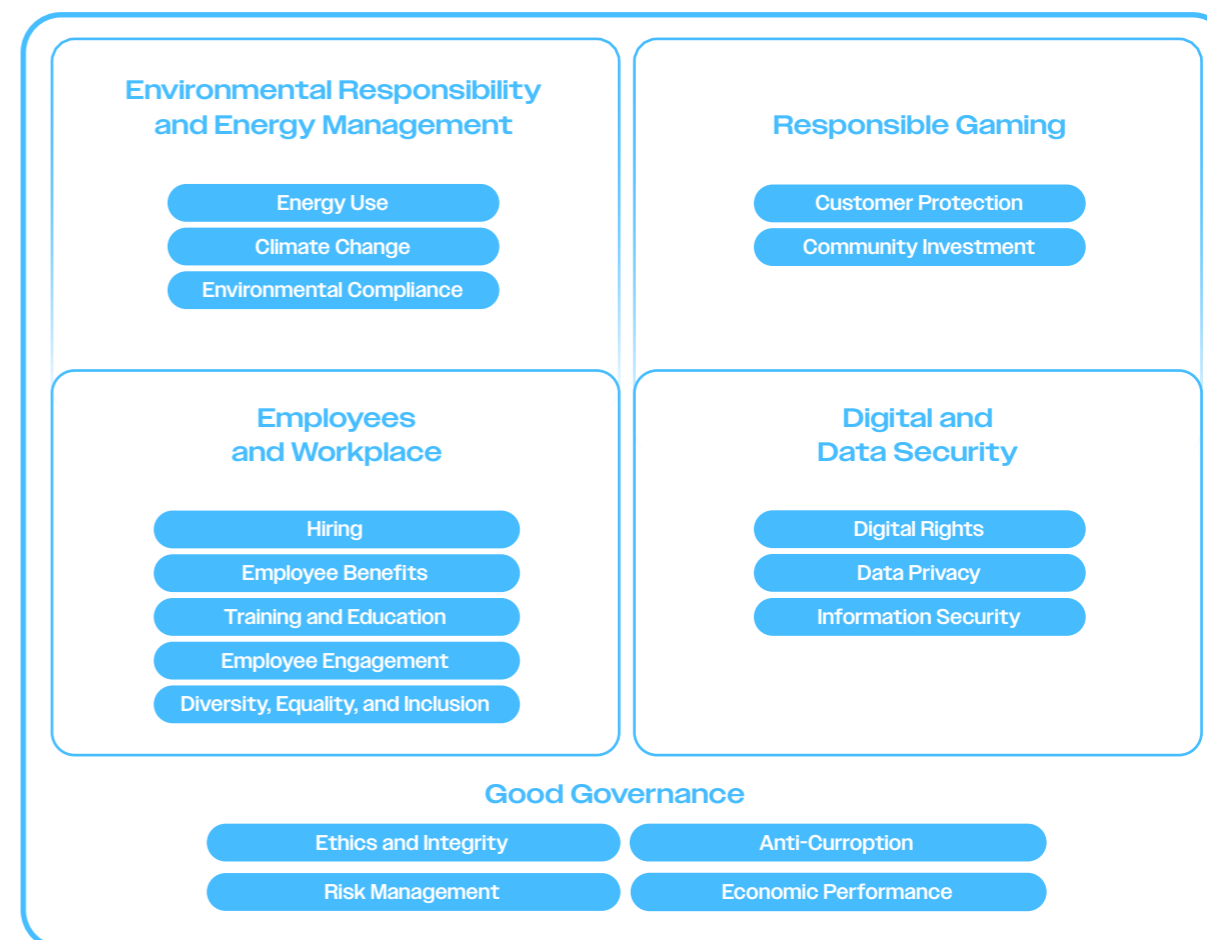
To prepare our list of material topics, we referred to the GRI Standards and the results of our stakeholder engagement sessions. We also conducted several workshops with senior management to narrow down our list of material topics.

Our Materiality Review Process

Both the virtual interviews and the online responses provided a picture of how DigiPlus' stakeholders view sustainability and its importance. These insights provided a basis for the analysis of these issues and the common themes they were organized into. Using these insights, we developed a sustainability framework that reflects current trends, best practices, the organization's capabilities, and the aspirations of our leadership.

The list of key ESG issues for DigiPlus was mapped and evaluated in the succeeding workshops. During two workshops, participants discussed these issues in terms of their relevance, urgency, and importance to our business and stakeholders.

After considering all the gathered inputs, the following were identified as priority sustainability themes: Environmental Responsibility and Energy Management, Employees and Workplace, Responsible Gaming, Digital and Data Security, and Good Governance.





Good governance and leadership practices that encourage transparency, accountability, and responsibility are the foundation of our business and sustainability performance. It provides much-needed guidance and anchors us to our commitments in the areas of environmental responsibility, workplace management, responsible gaming, and digital safety.

III.

Good Governance

BOARD OF DIRECTORS



Eusebio H. Tanco
CHAIRMAN

Expertise:

- Strategy
- Business Management
- Industry Expertise

Date of Election & Length of Service

August 9, 2019 | 4 Years (& 4 months)

Mr. Eusebio H. Tanco is a Philippine businessperson who has been at the helm of more than 50 companies. Mr. Tanco holds the position of Chairman for STI Education Systems Holdings Inc., iACADEMY, Mactan Electric Company, Venture Securities Inc., Manila Bay Hosiery Mills, Inc., Grow Vite Inc., and Eximious Holdings Inc. He is the Chairman and President of Philippines First Insurance Co. Inc., Prime Power Holdings Corporation, First Optima Realty Corporation, and Prudent Resources Inc. He is the CEO and Director of Classic Finance Inc. He is also the President of Asian Terminals Inc., Bloom with Looms Logistics Inc., Total Consolidated Asset Management Inc., International Hardwood & Veneer Co. of the Philippines, Cement Center Inc., Mar-bay Homes Inc., Amina Inc., Biolim Holdings and Management Corporation, Tantivy Holdings Inc. and Eujo Phils. Inc. He is a Director of Maestro Holdings, Inc., STI West Negros University, Philplans First, Inc., Philippine Life Financial Assurance, PhilhealthCare Inc., and Philippine Racing Club. Mr. Tanco is associated with the Philippines-Thailand Business Council and Philippines-UAE Business Council both as Chairman. He is a Board of Trustee at Philippines, Inc. and a Member of Philippine Chamber of Commerce & Industry.

The Palawan State University conferred Mr. Tanco a degree in Doctor of Humanities, honoris causa in 2007. He obtained a degree of Master of Science in Economics from London School of Economics & Political Science in 1973 and a degree of Bachelor of Science in Economics from the Ateneo de Manila University in 1970.

BOARD OF DIRECTORS



Tsui Kin Ming
PRESIDENT

Expertise:

Finance Accounting Industry Expertise

Date of Election & Length of Service
October 4, 2021 | 2 Years (& 2 months)

Mr. Tsui Kin Ming is a member of the American Institute of Certified Public Accountants, Certified Management Accountants, and Certified Internal Auditors.

He has a vast amount of experience in the finance and gaming industries, making him an ideal candidate for running DigiPlus. In the past, Mr. Tsui served as the former Chief Financial Officer (CFO) of Meg*Star International in Macau, the former CFO of Jimei Group Limited, listed in the Hong Kong Stock Exchange (HKSE), and the former Chief Accounting Officer of Entertainment Gaming Asia, Inc. in Hong Kong. While in charge of the overall finance management of these companies, he managed cage operations, accounting, and credit departments, among others. Additionally, he oversaw the full scope of finance operations, including the development of monthly financial reports, cash flow management, annual budget, cost reduction strategies, accounting policies and controls, and the evaluation of new investment opportunities. Mr. Tsui managed these transactions while complying with the listing rules of the Hong Kong Stock Exchange, including rules regarding fund raising activities such as those that cover the issuance of convertible bonds.

Mr. Tsui graduated with a Bachelor of Business Administration degree in Public Accounting. He later earned his Master of Business Administration in Finance and Investment from Baruch College, City University of New York.



Atty. Jose Raulito E. Paras
DIRECTOR

Expertise:

Commercial Law

Date of Election & Length of Service
October 26, 2022 | 1 Year (& 2 months)

Atty. Jose Raulito E. Paras was elected as Director of DigiPlus Interactive Corp. on 26 October 2022. He is also the founding partner of the Padernal & Paras Law Offices. He also serves as a commercial arbitrator in the Philippine Dispute Resolution Center, Inc. since 2014. He is a member, and occasionally sits in the board, of the Philippine Bar Association. Additionally, he currently serves in the board of several listed and unlisted corporation.

Atty. Paras has extensive experience in the practice of law. He still handles various civil and criminal cases and remains active in trial and appellate litigation. In the past, he was a faculty member off a few schools of law.

Atty. Paras obtained his Bachelor of Arts in 1993 from the University of the Philippines, and later on, his Bachelor of Laws in 1997 from the San Beda University College of Law. He was valedictorian of his graduating law class and thereafter placed 5th in the Bar Examinations. In 2003, he finished his Master of Laws from the University of Sydney, Australia



Willy Ocier
DIRECTOR

Expertise:

Business Management Industry Expertise

Date of Election & Length of Service
July 29, 1999 | 24 Years (& 5 months)

Aside from serving as a Director for DigiPlus, Mr. Willy Ocier, a Filipino, is the Chairman and President of the Pacific Online Systems Corporation. At present, he is the Chairman of Belle Corporation as well as the Vice Chairman of Highlands Prime, Inc., and Tagaytay Highlands International Golf Club, Inc. He is also the Chairman of the Board and Director of Premium Leisure Corp., APC Group, Inc., and Premium Leisure and Amusement, Inc. Mr. Ocier also serves as the Chairman of the following: Tagaytay Midlands Golf Club, Inc., The Country Club at Tagaytay Highlands, Inc.; The Spa and Lodge, Inc., Abacore Capital Holdings; and Total Gaming Technologies, Inc. He also holds directorship positions at Leisure and Resorts World Corporation, Vantage Equities Inc., and Toyota Corporation Batangas. Moreover, he is the Chairman, Chief Executive Officer, and President of Philippine Global Communications, Inc. Previously, he was the President and Chief Operating Officer of Eastern Securities Development Corporation.

Mr. Ocier graduated from Ateneo de Manila University with a Bachelor of Arts degree in Economics. To recognize Mr. Ocier's corporate leadership and role in providing jobs to Filipinos, the University of Batangas conferred on him a degree in Doctor of Humanities, *honoris causa*.



Renato G. Nuñez
DIRECTOR

Expertise:

Business Management Industry Expertise

Date of Election & Length of Service
June 11, 2019 | 4 Years (& 6 months)

From 2001 to 2016, Mr. Renato G. Nuñez, a Filipino, held key positions at DigiPlus. He is a seasoned entrepreneur in the gaming industry. In the past, he served as President and Chairman of gaming companies such as Arwen Gaming Consultancy, Inc., Leisure Advantage, Inc., Techglobal Data Center, Inc., and Techzone Philippines, Inc., among others.

Mr. Nuñez also built a thriving career in the car industry. In 2015, Mr. Nuñez became the President of CATS Motors, which is a dealer of Mercedes-Benz and American auto brands such as Chrysler, Dodge, Jeep and Ram. Through the supervision of Mr. Nuñez, CATS shifted its focus to the retail aspect of its business, including after-sales service, a strategy that cemented Mercedes-Benz as the Philippines' leading luxury car brand in 2016, 2017, and 2018. He is currently a Director at Coventry Motors Corporation (CMC), the creator of All British Cars, which is the first and only official distributor authorized to sell and service Jaguar and Land Rover cars in the Philippines.

Mr. Nuñez earned a Bachelor of Science in Industrial Management Engineering Minor in Mechanical Engineering from De La Salle University in 1991.

BOARD OF DIRECTORS



Atty. Mardomeo N. Raymundo, Jr.
DIRECTOR

Expertise:

Commercial Law Tax Law

Date of Election & Length of Service
August 28, 2020 | 3 Years (& 4 months)

Atty. Mardomeo N. Raymundo, Jr. was elected as Director of DigiPlus Interactive Corporation on August 28, 2020. He is currently the Managing Partner of Salvador Llanillo & Bernardo, Attorneys-at-Law.

His legal practice has run its entire breadth, encompassing major fields in commercial law and taxation, including high-level corporate work, special projects, tax and civil litigation, labor standards and relations, as well as intellectual property. His practice cuts across a wide range of key industries, including mining, hotel, gaming, outsourcing, real estate, and infrastructure. With his extensive knowledge and experience in corporate law, he has implemented various corporate reorganizations and rendered advice on a myriad of commercial transactions. His tax litigation practice is equally impressive, having won numerous and precedent-setting cases in claims for refund of taxes, and protest against deficiency internal revenue and local tax assessments.

Mr. Raymundo graduated with honors from De La Salle University with a Bachelor of Science in Commerce degree, major in Business Management. He obtained his Bachelor of Laws degree with honors from the University of the Philippines, College of Law in 2002.



Rafael Jasper S. Vicencio
DIRECTOR

Expertise:

Business Management Industry Expertise

Date of Election & Length of Service
February 22, 2022 | 1 Year (& 10 months)

For 25 years, Mr. Rafael Jasper S. Vicencio has gained extensive experience in the fast-moving consumer goods, renewable energy, and gaming and hospitality industries. He has also gathered extensive experience in supply chain management, operations research, corporate planning, and investment analysis and management.

Previously, he was the Strategic Planning Manager of DigiPlus Interactive Corporation from 2011 to 2016. In 2017, he was also the AVP and General Manager of First Cagayan Leisure & Resort Corp., which is a subsidiary of DigiPlus Interactive Corporation. From 2017 to 2019, Mr. Vicencio was the Treasurer, Vice President of Corporate Planning, and Analytics Head of DigiPlus Interactive Corporation.

Currently, he holds the position of President at AB Leisure Exponent, Inc. (ABLE) and Total Gamezone Xtreme, Inc. (TGXI), a wholly owned subsidiary of DigiPlus Interactive Corporation.

Mr. Vicencio graduated from De La Salle University in 1996 with a Bachelor of Science in Industrial Engineering, minor in Chemical Engineering. In 2012, he earned a diploma in Corporate Finance from the Ateneo Graduate School of Business.



Ramon Dizon
INDEPENDENT DIRECTOR

Expertise:

Accounting Audit

Date of Election & Length of Service
October 26, 2022 | 1 Year (& 2 months)

Mr. Ramon Dizon has more than 40 years of professional experience in advisory and assurance services. A retired senior partner of SGV & Co., Mr. Dizon previously held leadership positions in SGV/EY as Head of Transaction Advisory Services, Risk Advisory Services, Training & Methodology, and Market Group while specializing in real estate, BPO, and telco. Moreover, he spearheaded SGV's first ISO 9001 certification for its Audit Division.

In 1980, Mr. Dizon graduated with a Bachelor's Degree in Commerce, major in Accounting, and a cum laude distinction from the Polytechnic University of the Philippines. Later on, he earned his Master of Business Administration degree in 1988 from the Asian Institute of Management.



Atty. Timoteo B. Aquino
INDEPENDENT DIRECTOR

Expertise:

Commercial Law Civil Law

Date of Election & Length of Service
July 29, 2022 | 1 Year (& 5 months)

Since 1994, Atty. Timoteo B. Aquino has been a Partner of Tagle-Chua Cruz & Aquino Law Firm. His legal practice has a particular focus on commercial and civil law. His areas of expertise include the following: the Revised Corporation Code, the Foreign Investment Act, insurance, the Financial Rehabilitation and Insolvency Act (FRIA), torts and damages, and obligations and contracts.

At present, he serves as a Pre-Bar review and MCLE lecturer, and he has been a professor of Commercial and Civil Law at San Beda University's College of Law since 1989. He has also been working at the University of Asia and the Pacific's School of Law and Governance since 2013. Aside from these, he has worked at other well-known institutions. Moreover, he is the author of various books and reviewers published by Rex Bookstore. Atty. Aquino placed 8th in the Bar Examinations.

BOARD OFFICERS

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|--|---|
| Eusebio H. Tanco | Chairman |
| Tsui Kin Ming | President |
| Wilfredo Pielago | Treasurer and Chief Financial Officer |
| | <p>Mr. Wilfredo Pielago has a wealth of experience in merger and acquisition, project investment, fundraising, financial analysis, financial forecasting, and financial reporting. He is a Certified Public Accountant, a Certified Internal Auditor, a Chartered Financial Analyst, and a Certified Financial Consultant.</p> <p>In the past, Mr. Pielago served as the Vice President of Finance, Assistant Vice President for Investment Portfolio, CFO, Financial Controller, Finance Executive, and Finance and Administration Manager. He has also served as an auditor for real estate, investment institutions, business space solutions, golf club resorts, conglomerate groups, and assurance services.</p> |
| Atty. Kristine Margaret Delos Reyes | Chief Legal and Compliance Officer |
| | <p>From 2007 to 2010, Atty. Kristine Margaret Delos Reyes worked as an Associate Lawyer at the Angara Abello Concepcion Regala & Cruz Law Offices, one of the Philippines' biggest and most distinguished law firms.</p> <p>She performed regulatory compliance in relation to the requirements of the Philippine Amusement and Gaming Corporation (PAGCOR) and other government agencies. Prior to working at DigiPlus Interactive Corporation, she was the Chief Legal Officer and Senior Vice President for Legal and Compliance of Fortunegate Holdings Philippines, Inc.; Millennium Pan-Asia Hotel and Resort Inc.; and Stotsenberg Leisure Park and Hotel Corporation. She was also the former Senior Vice President for Legal and Corporate Affairs of the Human Resources and Administration Department of Elxcite Gaming and Entertainment, Inc. and Starcap Management, Inc. Moreover, she was the former Assistant Vice President and Director for Legal Special Projects and Contracts of Resorts World Manila.</p> <p>Atty. Delos Reyes graduated with a Bachelor of Science in Commerce major in Legal Management from De La Salle University. She holds a Juris Doctor degree from the Ateneo De Manila University School of Law.</p> |
| Atty. Carol Valenzuela Padilla | Corporate Secretary |
| | <p>Atty. Carol Valenzuela Padilla previously served as the Assistant Director for Legal and Corporate Affairs of Millennium Pan-Asia Hotel and Resort, Inc. Through her past experience, she has handled the regulatory requirements of PAGCOR and supervised managing and protecting the intellectual properties of the company, such as trademark applications, copyright, and patents, among others.</p> <p>Atty. Padilla attended college in Ateneo De Manila University and finished a Bachelor of Arts, major in Psychology. She later earned her Juris Doctor degree from the Ateneo De Manila University School of Law.</p> |

A. Board Structure and Composition

Board Composition

More than 77% of our Board is composed of non-executive directors (7 out of 9) while 23% of our Board is composed of independent directors (2 out of 9). 63% of our Board have extensive experience in our industry while 38% have expertise in various aspects of Law. Our Board of Directors is mostly composed of non-executive directors (NEDs) who possess the qualifications necessary to effectively participate in and secure objective, independent judgment on corporate affairs. They are also capable of providing proper checks and balances.

Our Board's combination of backgrounds, skills, and experience ensures that all directors have an equal hand and the opportunity to contribute to the decision-making process. Moreover, since the majority of the Board is composed of non-executive directors, this ensures that they consider our Company's interests over the interests of individual shareholders.

Board Diversity

By ensuring diversity among members of the Board, members will be less likely to make decisions based on groupthink and will be able to make fair, optimal, and relevant choices. Board member diversity does not only cover gender diversity but also diversity in terms of age, ethnicity, culture, skills, competence, and knowledge.

Responsibilities of the Board

Our Board is responsible for overseeing the development of, approving, and monitoring our business objectives and strategy to sustain our long-term viability and shareholder value.

To ensure good governance, the Board is required to create a Board Charter that clearly states its roles, responsibilities, and accountabilities in carrying out its fiduciary duties. It is also tasked with adopting an effective succession planning program and establishing a formal and transparent board nomination and election policy. Furthermore, it must also ensure that a sound enterprise risk management (ERM) framework is in place to effectively identify, monitor, assess, and manage key business risks.

When it comes to performance management, the Board must establish an effective performance management framework and approve the selection process and performance assessment of the Management.

The Board also plays an essential role in upholding ethical standards in good governance. It must ensure that an appropriate internal control system is in place, including setting up a mechanism for monitoring and managing potential conflicts of interest involving Management, board members, and shareholders. Moreover, it must establish a group-wide policy and system for related party transactions and other unusual or infrequently occurring transactions.

Finally, the Board is in charge of aligning the remuneration of key officers and board members with the long-term interests of the company.

B. Board Performance

Performance Assessment

Each year all members of the Board must fill out an evaluation form to assess the performance of the Board of Directors, the Board Committees, and themselves. This process is overseen by the Corporate Governance Committee. The Board is also required to set a criteria and process for these performance evaluations. They must also ensure that feedback mechanism is available to all shareholders. Every three years an external facilitator is sourced to strengthen this process and increase objectivity.

Board Attendance

In 2023, the Board of Directors held 15 meetings, all of which had 100% attendance of all Board members, including the Chairman, Directors, and Independent Directors.

All directors are required to attend all meetings unless they have a justified cause for their absence. Unless the absences have a justified cause, a director's absence from more than 50% of all regular and special Board meetings is grounds for disqualification in future elections.

Board Training

SEC Memorandum Circular No. 20, Series of 2013, requires all directors and key officers of publicly-listed companies to attend a program on corporate governance at least once a year. All of our directors and key officers attended and completed a Corporate Governance Training conducted by the Center for Global Best Practices on December 11, 2023, via Zoom teleconference.

Board Remuneration

All members of the Board are elected for a one year term. Except for the President and Vice President, all other directors do not receive compensation aside from the director's per diem per meeting. Members of the executive committee receive a per diem of PHP30,000 per meeting, and members of other committees receive a per diem of PHP20,000 per meeting. All directors were given cash bonuses totaling to PHP2,444,444 in 2023. Total payments to non-salaried directors amounted to PHP5,211,123 and PHP6,547,333 in 2023 and 2022, respectively.

C. Board Committees

| | | |
|------------------------|--------------------------|----------|
| Audit Committee | Ramon Dizon | Chairman |
| | Atty. Timoteo B. Aquino | Member |
| | Atty. Jose Raulito Paras | Member |

The Audit Committee oversees our financial reporting process, system of internal control, audit process, and compliance monitoring. The members of this committee should preferably have a background in accounting and finance. All must have a good understanding of our financial management systems and environment.

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|---------------------------------------|-------------------------|----------|
| Corporate Governance Committee | Atty. Timoteo B. Aquino | Chairman |
| | Ramon Dizon | Member |
| | Eusebio H. Tanco | Member |

The Corporate Governance Committee has the responsibilities of advising the Board with regards to Board composition, procedures, and committees; developing and recommending a set of corporate governance guidelines to the Chief Executive Officer and the Board; and monitoring these corporate governance guidelines.

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|---------------------------------------|-------------------------|----------|
| Board Risk Oversight Committee | Atty. Timoteo B. Aquino | Chairman |
| | Ramon Dizon | Member |
| | Renato G. Nuñez | Member |

The Risk Oversight Committee is in charge of assisting our Board of Directors in managing and overseeing matters related to financial risk and our other risk exposures. It is also tasked with assessing, monitoring, and controlling these risks. One of its duties includes developing, overseeing the implementation of, and evaluating a formal risk enterprise management plan.

| | | |
|--|-------------------------|----------|
| Related Party Transaction Committee | Ramon Dizon | Chairman |
| | Atty. Timoteo B. Aquino | Member |
| | Willy N. Ocier | Member |

The Related Party Transactions Committee is responsible for reviewing all materials related to our transactions. They also oversee and implement a system that identifies, monitors, measures, controls, and reports related party transactions. Additionally, the system must include a periodic review of policies and procedures covering related party transactions.

| | | |
|----------------------------|-----------------------|----------|
| Executive Committee | Eusebio H. Tanco | Chairman |
| | Tsui Kin Ming | Member |
| | Atty. Richie Raymundo | Member |

The Executive Committee is tasked with assisting the Board in performing its duty of setting guidelines and policies regarding our daily operations. It also assists the Board in developing a clear, focused strategy for non-financial information. This strategy should take into account economic, environmental, social, and governance issues and adopt best global practices and standards.

| | | |
|-------------------------------|--------------------------|----------|
| Compensation Committee | Ramon Dizon | Chairman |
| | Tsui Kin Ming | Member |
| | Atty. Jose Raulito Paras | Member |

The Compensation Committee provides guidelines on the compensation and remuneration of the Board, key officers, senior management, and employees. It also reviews the Human Resources Development or Personnel Handbook to improve provisions on conflict of interest, salaries and benefits policies, promotion and career advancement directives, and compliance of personnel with the statutory requirements of their posts.

| | | |
|-----------------------------|-------------------------|----------|
| Nomination Committee | Eusebio H. Tanco | Chairman |
| | Rafael Jasper Vicencio | Member |
| | Atty. Timoteo B. Aquino | Member |

The Nomination Committee identifies and recommends to the Board the best candidates for director nominees in each subsequent annual shareholder meeting. It is also charged with ensuring a smooth process for nominating and electing members of the Board that is in line with existing laws and company policies.

D. Enterprise Risk Management

Our Board of Directors have the overall responsibility for managing the risk management policy. The Board Risk Oversight Committee (BROC) is established to provide oversight and continuous review of its risk management framework. The Management Risk Oversight Committee (MROC) is established to perform planning, implementation, and an assessment on the impact of risks on the strategic and long-term goals and report regularly the results of its assessment to the BROC. A Chief Risk Officer (CRO) is appointed by the Board and is accountable for the implementation and operationalization of the Enterprise Risk Management framework. The business unit heads on the other hand are responsible for managing operational risks by implementing internal controls within their respective units. Our risk management systems and improvement plans are updated on a regular basis.

Our risk management approach is based on the Committee of Sponsoring Organizations Enterprise Risk Management (COSO ERM) Framework of 2017 and ISO 31000, an international risk management standard which was last updated in 2018. These frameworks both have a structured approach to identifying, assessing, and managing risks. The COSO ERM Risk Management Framework has a greater focus on risks within an organization's internal environment. Meanwhile, ISO 31000 covers both internal and external risks and provides more guidance on the role of culture in risk management. Combining these frameworks leads to a comprehensive risk management approach that considers a wide range of internal and external risks. This will lead to more effective risk management, decision-making, strategic objective setting, and asset and reputation protection.

Overview of the Risk Management Process



Risk Identification

We identify potential risks that may have an impact on our business objectives. This process involves assessing internal and external factors that may affect our operations.

Risk Assessment

We evaluate the potential impact of identified risks and the likelihood of their occurrence.

Risk Management Strategy Development

The strategy developed during this step will guide us in mitigating or avoiding our identified risks. Creating this strategy involves identifying and selecting appropriate risk management techniques and tools.

Risk Management Strategy Implementation

After the risk management strategy has been developed, it is then implemented. This step involves establishing risk management procedures, monitoring and reporting on risks, and allocating resources to implement risk management.

Monitoring and review

Regular monitoring and reviewing of risks is key to an efficient, accurate evaluation of our risk management strategies. This step also involves making necessary adjustments based on the assessment of our strategies.

Risk Exposure Categories

| Risk Exposure | Risk Assessment | Risk Management and Control |
|---|--|---|
| Safety and Security Risk | We take steps to monitor the protection of our physical assets from endangerment and unauthorized use. We monitor this risk through the DigiPlus Safety and Security Team's annual audit, which is also validated and monitored by the DigiPlus Internal Audit Team. | We properly maintain our facilities to minimize physical security risks that could affect our operations. Additionally, our department personnel are trained to respond to safety and security incidents. |
| Property Damage and Business Disruption Risk | Each year we review our business continuity and conduct a business impact assessment. | To improve our Business Continuity Management System (BCMS), we implement data back-up procedures and risk transfer methods. These include entering insurance policies to ensure that critical resources can be recovered. We also undergo an annual business continuity exercise that is reported to the Board Risk Oversight Committee. |
| Information Security and Technology Risks | To ensure better information security, we conduct vulnerability assessment and penetration testing as well as incident monitoring. | Our Information Security Department monitors our compliance with our Information Security Policy and handles incidents where system security breaches occur. Throughout the year we also hold training sessions on cybersecurity management across all our business units. |
| Environmental Risk and Social Risk | We regularly report on our sustainability road map and its progress. | We are committed to protecting the environment in the areas where we operate by implementing effective resource conservation measures. Additionally, we are exploring methods to reduce our consumption, recycle our waste and water, and use renewable energy. We also provide equal employment opportunities to persons with special needs, senior citizens, women, and indigenous peoples. |
| Operational and Process Risk | On a regular basis, we create business process reviews. | Our Management Risk Oversight Committee (MROC) reviews business processes and creates tools and procedures that enhance operational process efficiency and risk controls. We also continue to improve our business processes to ensure enhanced efficiency. |
| Financial Risk | We regularly monitor interest and foreign exchange rates as well as financial ratios. | We continue to improve our financial risk management processes in compliance with regulatory issuances that are relevant to our operations. |
| Regulatory and Compliance Risk | We regularly engage in compliance monitoring and reporting. | To ensure that our employees are aware of regulations, we conduct regular employee training sessions on our Code of Ethics, the Data Privacy Act of 2012, the Anti-Money Laundering Act of 2001, and other relevant external regulations. We also monitor employee compliance with these. |

E. Business Ethics

Corporate Policies

Manual on Corporate Governance

This manual guides us in attaining our corporate goals, creating sustainable value, and fulfilling our economic, moral, legal, and social obligations. It defines corporate governance as a system of stewardship and control that makes use of regulations, performance standards, and ethical guidelines to promote accountability across our company, especially among members of the Board and senior management.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics states that we are committed to conducting our operations in a manner that is aligned with our values and ethical standards. The Code covers principles that guide our directors, officers, and employees in their work, and it contains principles about transactions with other stakeholders. Furthermore, it states that we will comply with the law in all areas where we operate.

Policy on Related-Party Transactions

This policy requires all of our related party transactions (RPT) to be conducted at arm's length and under fair terms. The purpose of the policy is to avoid conflicts of interest and abusive transactions between related parties. It also ensures that every RPT is reviewed, approved, and disclosed in a manner that complies with the rules, regulations, and laws of the government and regulatory agencies such as the Securities and Exchange Commission. Moreover, under the policy, the Board of Directors is responsible for conducting RPTs in a fair, prudent, effective, and trustworthy manner.

Anti-Money Laundering and Terrorist Financing Prevention Program (AMLA Policy)

This program ensures that we closely comply with the Anti-Money Laundering Act of 2001. We are committed to preventing our businesses, employees, and players from being used as avenues for money laundering and the financing of terrorism or criminal activity.

Included in the program are policies, procedures, and controls for anti-money laundering (AML) and countering terrorism financing (CTF) as well as guidelines on the establishment of our AML and CTF offices and committees. The program details AML and CTF procedures for monitoring, maintaining due diligence, reporting, record keeping, employee training, risk management, and targeted financial sanctions.

Policy on Soliciting and Accepting Gifts, Gratuities, Tips, Favors, or Entertainment

To avoid conflicts of interest, employees cannot accept gifts, entertainment, or travel of significant value from the Company's suppliers or customers, as well as their immediate family members or other representatives.

Our Policy on Soliciting and Accepting Gifts, Gratuities, Tips, Favors, or Entertainment lays down rules on this topic. It also details guidelines for identifying when such offers are in violation of any law, rules, regulations, company policies, contracts, agreements, or good morals and customs.

Information Security Policy

Our Information Security Policy centers on preserving the confidentiality, integrity, and availability of our information assets and technology infrastructure. It aims to mitigate exposure to adverse risks by taking on a proactive approach to improving information security and building a culture of data security in the workplace. The policy also ensures that we comply with regulatory requirements for data protection, address audit and security assessment findings, and adopt current standards and best practices in information security. Additionally, it is based on the following frameworks and standards: ISO 27001, the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF), and the 18 Critical Security Controls.

Data Privacy Manual

This manual guides us in ensuring data privacy for the information we collect, use, disclose, dispose of, and store. It also strengthens our compliance with the Data Privacy Act of 2012.

The manual details our data protection and security measures, serving as a guide for all of our employees. Additionally, it explains our general standards for upholding the rights of data subjects.

Cash Dividends Policy

This policy showcases our commitment to responsible financial management and to rewarding our shareholders for their trust and investments. It covers guidelines and principles regarding the payment of regular cash dividends to shareholders. In particular, it includes policies pertaining to the following: the determination of the availability of retained earnings, declaration of cash dividends, payment of cash dividends, computation of tax on cash dividends, and communication about cash dividends.

Whistleblowing Policy

The Whistleblowing Policy makes it possible to raise reports outside of the normal management channels. These reports can cover misconduct, illegal acts, or failure to act within the Company. Whistleblowing is part of the Company's internal control measures and plays an important role in investigations and fact-finding. The presence of this policy also promotes a healthy corporate culture and encourages openness, accountability, and integrity.

Sexual Harassment Policy

To prevent sexual harassment and resolve related cases, this policy was established. It provides a procedure for the resolution, settlement, and disposition of sexual harassment cases. The Company does not tolerate sexual harassment, and any employee or officer that is found guilty of this misconduct will be subject to disciplinary action.

F. Economic Performance

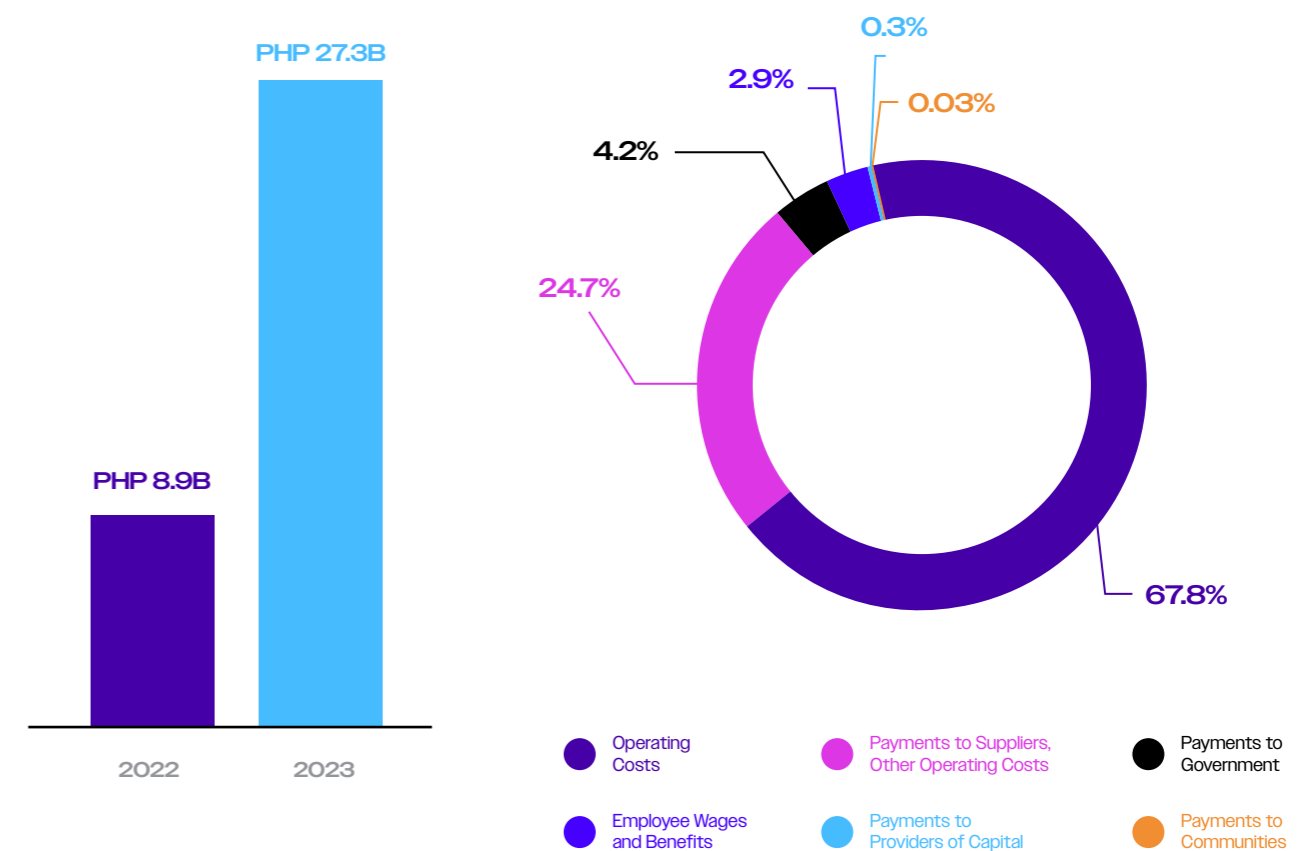
Direct Economic Value Generated and Distributed

Our strong performance in 2023 was driven by the sustained growth of our digital retail segment, boosted by the introduction of new platforms and cost-efficiencies as our business continues to gain scale. Revenues soared 306% to ₱27.3 billion in 2023 due to higher user traffic in our flagship bingo platform BingoPlus and sportsbook ArenaPlus, lifted by the contribution of new digital offerings.

Operating Costs made up the majority of our value distribution, similar to last year. Moving forward, we will continue to invest in new technologies and product development as we aim to establish a digital entertainment ecosystem, unlocking innovative product formats for Filipinos that can be accessed anytime and anywhere.

Direct Economic Value Generated

Direct Economic Value Distributed



IV. Environmental Responsibility & Energy Management

A. Policy Commitment

We are committed to protecting the environment and operating using sustainable practices. In 2023, we did not have any violations related to environmental regulations in the operation of our business. Each member of our Company, from Board members to employees, is committed to ensuring that their interactions with the environment are progressive and support sustainable development.

B. Energy Performance

2023 Electricity Consumption

 **12,252,404.96 Kwh**

Equivalent to **8,746.13** MTCO₂e of Scope 2 emissions

Our main sources of electricity come from the grid via distribution units such as Meralco and local electric cooperatives.

C. Improving Energy Management

As we continue our sustainability journey, we plan to improve our approach to energy management. We may conduct a full greenhouse gas (GHG) accounting, explore climate scenario analysis in line with SEC Guidelines and IFRS Standards, and conduct an energy audit to improve energy efficiency and identify opportunities for renewable energy sourcing.

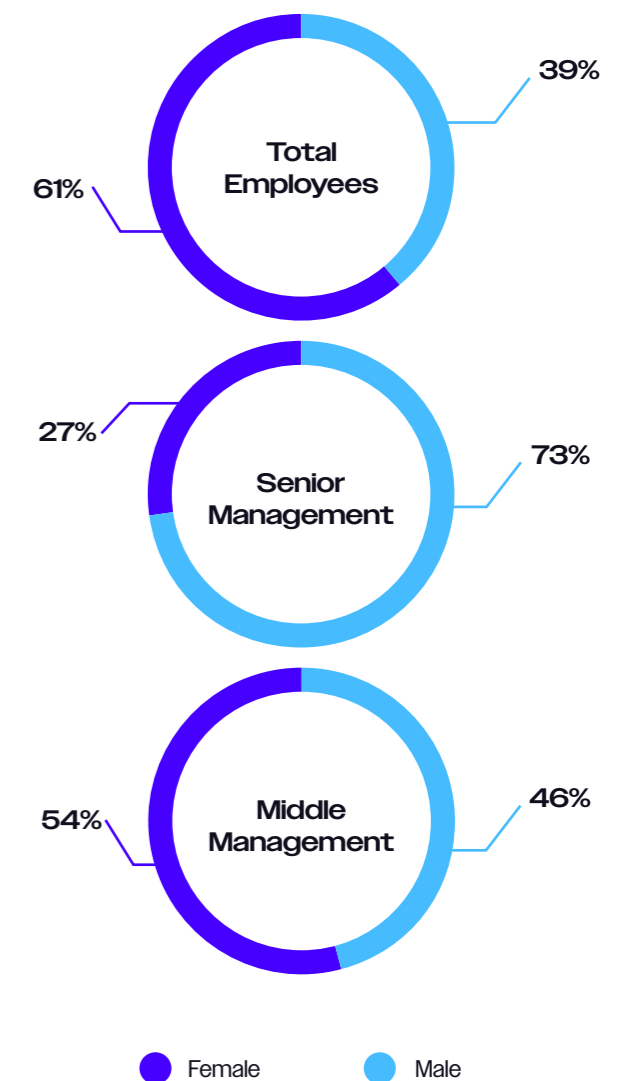
V. Employees & Workplace

A. Employee Demographics

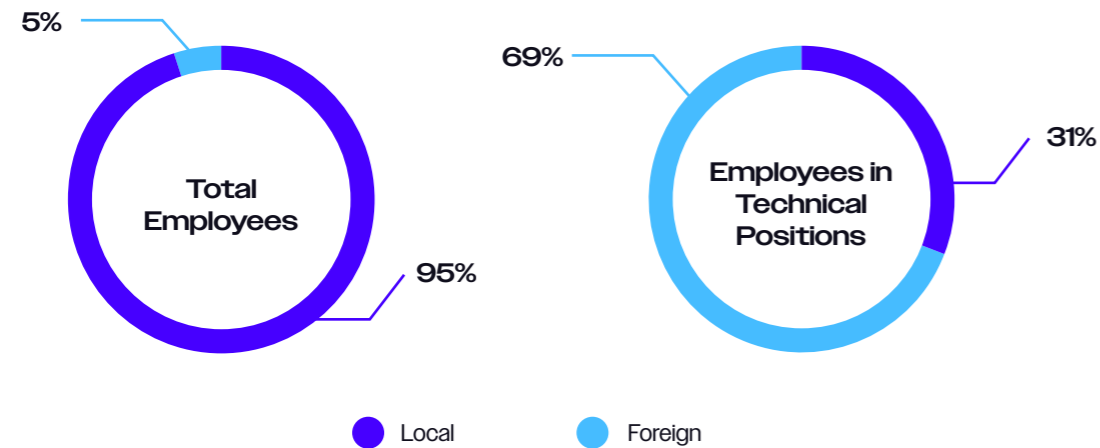
Key Statistics (2023)

| | |
|-----------------|-------|
| Total Employees | 2,045 |
| New Hires | 835 |
| Turnover | 549 |

Gender Representation



Local and Foreign Employees



B. Talent Attraction & Retention

We use a variety of initiatives to attract the best talents who will help us fulfill our objectives as a company. Our job advertisements are communicated through several channels, including job boards, social media, recruitment events, job opening endorsements through headhunting firms, and active candidate searches.

We reward our employees for their hard work and aim to increase employee retention. Each year, we provide salary adjustments and promotions. When appropriate, salary adjustments and promotions can also take place outside of

the annual cycle for top performers. Additionally, we provide a variety of training and promotion programs for the continued growth and development of our employees.

In 2024, we plan to strengthen our avenues for hiring by implementing a campus recruitment program and an employee referral program. We will also create the Corporate Development Department which aims to make DigiPlus one of the best employers in the Philippines and promote talent development while realizing professional value.

C. Employee Development

G.O.A.L. Program

Through the G.O.A.L. Program, all employees receive quarterly and annual performance evaluations. These evaluations allow employees to effectively plan, assess, and improve their performance through consistent collaboration with their people managers. This process ensures mutual understanding and alignment with the company's strategic goals and objectives.

The GOAL Program involves the following steps:

Guide (Setting of Performance Standards)

Clearly defined goals are cascaded to people managers who then create specific, aligned performance goals for their teams.

Optimize (Performance Evaluation)

Performance measures are developed and applied to assess the achievement of performance standards.

Attain (Continuous Improvement/ Feedback Giving)

Clearly defined goals are cascaded to people managers who then create specific, aligned performance goals for their teams.

Leap (Recognition and Execution of Action Plans)

Employees receive timely and meaningful recognition of successful performance outcomes. Appropriate interventions are swiftly provided when performance is less than satisfactory.

Training for Employees

We will strengthen employee development efforts by embedding employee training in our HR policies and supporting development programs. These programs will be tailor-fit to employees' specific job functions or job levels.

To effectively address the diverse learning needs of our workforce, employee training programs have been created under different categories:

General

These training courses are universally applicable across various job roles

- **Core** - These target the foundational skills and knowledge that are necessary for all employees within the organization. They focus on core and basic competencies such as communication, teamwork, problem-solving, and workplace ethics.
- **Mandated** - These training sessions are required by law, the Company, or by one of our license requirements.

Leadership

Designed to develop individuals in managerial or leadership roles, this type of training focuses on skills such as strategic thinking, decision-making, team management, and inspiring others to achieve organizational goals.

Specific

This category of training centers on high-level skills and in-depth knowledge that employees need to excel in their particular roles.

- **Functional** - As for this type of training, these are specific to a particular job or department within the organization. They aim to enhance the skills and expertise required to effectively perform job-specific tasks. For example, functional training for recruiters might focus on how to facilitate a behavioral interviewing workshop.
- **Technical/Certification** - These involve learning specialized skills and knowledge related to a specific technical field or industry. They may include training in software usage, machinery operation, technical troubleshooting, and other technical skills required for specific job roles.

D. Employee Engagement & Well-being

Employee Engagement Channels

We use employee engagement channels to gather and keep track of employee feedback. Taking this feedback into account allows us to improve our operations and tailor fit our employee experience. Through these communication channels, our employees also stay well informed about important updates regarding the company.

Our employee engagement channels include:

- **DigiLife**
Launched on January 17, 2024, this platform is hosted on Lark and shares company news, announcements, and other important information. It will serve as a free zone where employees can share their thoughts or inquire about any topic.
- **Employee Satisfaction Survey**
In June 2024, we will run an annual employee pulse survey that will help us gauge employee satisfaction and determine how we can improve the experience of our employees.
- **iCare Center**
A sanctuary for sharing troubles, stress, and engaging in conversations.
- **iGrow Camp**
This aims to unite and develop our team by providing various online resources such as promotional materials and training courses, as well as organizing training and events.
- **Employee Engagement Post Event Survey**
After each event employees are sent an online survey. The answers from these surveys help us to improve the implementation of future engagement activities.

Employee Engagement Activities

ACTIVITIES THAT CELEBRATE PEOPLE AND CULTURE

Our rewards and recognition programs foster an environment where we reward the hard work of our employees and organize events where everyone can celebrate special days. These activities also bring employees together and foster camaraderie and teamwork.

MVP Award

DigiPlus MVP is a company-wide annual recognition program designed to shine the spotlight on excellent performers from every business unit and department. Recipients of the award must meet one of the following DigiPlus MVP Standards:

- **Reach for Excellence**
Awardees must demonstrate and sustain exceptional performance that consistently exceeds goals and expectations in quantity and/or quality.
- **Deliver Wow Service**
Employees can receive the award for introducing a one-time innovation or output that results in time or cost savings, revenue enhancement, or productivity improvement. Ongoing innovative activities that benefit DigiPlus can also fall under this standard.
- **Lead by Example**
This standard is met when an employee exhibits extraordinary skills in leadership. Their efforts should result in effective project management, the attainment of significant departmental goals and objectives, or greater effectiveness through enhanced organizational capability.
- **Collaborate to be Great**
Employees may also receive the award for acting as an exceptionally effective and cooperative team member. They can be recognized for significantly exceeding productivity or demonstrating exemplary customer service, such as superb interactions with stakeholders, clients, or customers.

Lunar New Year

To celebrate the cultural diversity within our company we held a Lunar New Year event in 2023. A dragon dance performance at our offices was organized and encouraged employees to get into a festive spirit. Employees were also given red envelopes with cash, also known as ang pao, a traditional gift during the Lunar New Year.

Days to Celebrate

Throughout the year, we held activities on special days to make these more memorable and reward our employees' hard work. To spread the love to our employees, we commemorated Valentine's Day through an in-office celebration where we gave away sweet treats and held games. On Mother's Day, we showed appreciation for Digiplus employees who balance being a mother and a professional by providing them with gift bags and holding a pampering day the following week. Moreover, our DigiPlus Online employees who are also fathers received gift bags and massages on Father's Day. We also regularly hold celebrations for employees who have their birthdays within the same month. Celebrants receive a small birthday cake and a token to celebrate the occasion. Each celebrant is also given celebratory signage to use while taking pictures with their co-workers. Games are also organized which allow them to bond with their colleagues on a more personal level.

Year End Party

To celebrate Christmas and a successful year of work, we held our year end party for our employees at the Grand Ballroom of Shangri-La The Fort. The title of the 2023-year end party was "Razzle Dazzle" and the venue was decked out with colorful decorations that matched the party's carnival theme. The fun-filled night included dinner, drinks, and performances from local artists and music groups. Employees also dressed formally to look their best for the occasion.

ACTIVITIES THAT PROMOTE HEALTH AND WELLNESS

We host programs that create, sustain, and promote a culture of health. These programs encourage our employees to lead active and mindful lifestyles and be conscious of their overall well-being.

World Mental Health Day

To emphasize the importance of mental well-being, we celebrated World Mental Health Day with our employees. Each of them received cups with treats such as instant coffee packets and small cakes. At our Appreciation Booth, employees were free to write notes with encouraging statements or messages about what they were proud of and grateful for. We also set up the Affirmation Mirror, which had positive messages that employees could take pictures with.

Health and Wellness Fairs

Our health and wellness fairs remind our employees about the value of maintaining healthy habits, such as eating well and taking care of their mental health. We held our first Health and Wellness Fair of the year on April 28, 2023. Employees had access to fresh fruit juice, healthy snacks, and free 15-minute massages. To improve our employees' self-care habits and knowledge about mental health, we offered three webinars on mental health topics. The lucky winners of the event's raffle were also given a bag of premium healthy treats.

Our second Health and Wellness Fair was held on September 8, 2023. Much like the first event, employees had the chance to relax and be rewarded for their hard work. We provided fresh fruit juice and salads. A booth was also set up for employees who wanted to get their eyes checked.

Yoga Sessions

We kicked-off our beginner-friendly yoga sessions with Teacher Sen on September 20, 2023. The sessions were meant to help our employees feel more relaxed and refreshed. These activities were held during sunset at a balcony area in our offices to heighten the feeling of serenity. We also provided free snacks and drinks, and each participant was given a yoga mat.

VI. Digital & Data Security

A. Data Privacy

Data Privacy Manual

The DigiPlus Data Privacy Manual serves as our guide for handling personal and sensitive information. The manual's policies apply to all of DigiPlus' offices, branches, subsidiaries, and affiliates. Its implementation also ensures that we comply with the Data Privacy Act of 2012, the implementing Rules and Regulations of the Act, and other relevant policies of the National Privacy Commission.

Data Privacy Breach Reporting Process

Digiplus is responsible for collecting, using, disclosing, disposing of, and storing personal information. Thus, it is essential for us to have an established process for reporting data breaches. In the event of a breach, it is our policy to notify the National Privacy Commission and concerned customers within 72 hours. We are also required to update the affected parties about the progress and resolution of the complaint within seven days.

No reportable data breaches were documented in 2023.

Privacy Impact Assessment

We further bolster our data security by conducting Privacy Impact Assessments (PIA) for all of our processing systems involving personal data. PIAs are carried out for both new and existing programs, projects, procedures, measures, or technology products that affect personal data processing.

B. Cybersecurity

Information Security Policy

As a company that aims to provide world-class gaming products and facilities, we understand the diverse range of data security threats prevalent in our industry. By implementing our Information Security Policy, we have taken a proactive approach in enhancing our information security protocols and ensuring compliance with relevant data security regulations. This policy outlines specific guidelines for safeguarding the confidentiality, integrity, and accessibility of our information assets and technological infrastructure. Our information security policy is based on multiple information security frameworks and standards, including ISO 27001, National Institute of Standards and Technology Cybersecurity Framework, and the 18 Critical Security Controls.

Strengthening Security

In 2023, Information Security Department (ISD) performed its first-ever Vulnerability Assessment Penetration Testing (VAPT) for DigiPlus' technology infrastructure and core gaming products, BingoPlus and ArenaPlus. This assessment was carried out in collaboration with Trustwave, a reputable third-party service provider. The VAPT was instrumental in detecting and remedying any security weaknesses within the system. Furthermore, it provided assurance to stakeholders that DigiPlus' technology infrastructure and core gaming platform are secure, as validated by a trusted third-party service.

To strengthen the culture of security across our company, the ISD is developing a Security Education, Training, and Awareness (SETA) Program.

We have plans to develop and implement a company-wide Incident Response Handbook for information security and to maintain a Security Incident Registry.

In 2023, our cybersecurity defenses remained strong, with no successful breaches reported.

VII. Responsible Gaming

A. Customer Protection

Player Restriction

Strict procedures are in place at our gaming sites and remote gaming platforms to ensure that only qualified individuals can participate in gaming activities. We enforce restrictions for the following groups:

- Government officials connected directly with the operation of the government or any of its agencies;
- Members of the Armed Forces of the Philippines, including the Army, Navy, Air Force, or the Philippine National Police;
- Persons under 21 years of age or students at any school, college, or university in the Philippines; and
- Persons included in the National Database of Restricted Persons.

Through signage, posters, bulletins, and our website, we increase public awareness about our responsible gaming practices, including restrictions for ineligible players.

Support Programs

Player Exclusion Program

We provide customers and their relatives with the option to enter the Player Exclusion Program if they feel that they are developing a problem. Under this program, customers are barred from entering our gaming venues and sites. Moreover, all personal data about excluded persons is treated as classified information.

In cases where we must verify if a potential customer is ineligible to participate in our gaming services, we utilize PAGCOR's National Database of Restricted Persons. The identities of people who are part of the National Database of Restricted Persons are also kept secure.

Customers may apply for self exclusion or their immediate family members may request that they be added to the Player Exclusion Program. We may also ban customers from entering our gaming premises for one of the following offenses: cheating, theft, counterfeiting, interference with gaming equipment, forgery, money laundering, fraud, and the use of cameras or other electronic devices to project the outcomes of games.

Help Centers and Hotlines

Each of our gaming sites is equipped with a responsible gaming help desk or kiosk, staffed by employees who are well-versed in PAGCOR regulations. Our gaming sites also have posters containing contact information to help lines for gaming problems or addiction, including mobile or landline numbers, email addresses, and websites. Additionally, the posters also include the contact numbers of therapists for counseling.

In compliance with PAGCOR regulations, we have complaint resolution mechanisms through which customers and their loved ones can raise gaming-related concerns.

Employee Training

Employees in our gaming operations are required to have a Gaming Employment License (GEL). They must undergo training on responsible gaming in line with the regulations of Philippine Amusement and Gaming Corporation. To ensure they are knowledgeable and up to date on upholding responsible gaming practices, employees also attend internal refresher courses that are available quarterly.

Responsible gaming training sessions cover the following topics:

- Defining responsible gaming
- Spotting a problem gambler
- Handling problem gamblers or relatives
- Helplines and other support mechanisms in place

B. Advocacy

Be A Responsible Gamer

In its commitment to ensure that its customers maintain an enjoyable and safe gaming practices, DigiPlus has launched a Responsible Gaming advocacy campaign. Through a robust publicity campaign across traditional and online media and social media platforms, DigiPlus disseminates information around responsible gaming practices. These include guidelines to help customers maintain a healthy and positive relationship with gaming. By following these guidelines, customers can set more realistic expectations for their gaming experience and derive more enjoyment.

C. Community Impact

BingoPlus Foundation 2023 Programs and Projects

iAcademy FutureSmart Scholarship Program

The Filipino youth has the potential to change the nation for the better and advance the technology industry. Through our scholarship program, Digiplus provides opportunities for Filipino students to continue their education and eventually become part of the tech workforce.

We invested PHP6,000,000 in our FutureSmart Scholarship Program to fund three years of education for our 10 scholars at iACADEMY, an innovative academic institution that specializes in technology, design, and business.

Scholars can pursue one of the following degrees: Bachelor of Science in Computer Science with a specialization in Software Engineering; Bachelor of Science in Entertainment and Multimedia Computing Game Development; or Bachelor of Science in Information Technology with a specialization in Web Development. These technology-focused programs were chosen to instruct the scholars on advanced digital transformation and develop their skills in the industry. iAcademy students with degrees in computing also have a high placement rate of 96%, ensuring that these scholars will have many employment opportunities in the future.

Paskong BingoPlus Gift Giving

We celebrated Christmas and the spirit of giving by providing gift bags containing noche buena packs to 7,000 families in our host communities in the cities of Manila, Quezon, Pasay, Taguig, Valenzuela, Malabon, and Navotas. The activity was organized by BingoPlus Foundation and implemented in partnership with the local government. Over 100 of our employees from DigiPlus, BingoPlus, and ArenaPlus worked alongside members of the local government, community volunteers, and partners to distribute the packs.

Blood Donation Drive

We partnered with the Philippine Red Cross to host a blood donation drive led by the BingoPlus Foundation. 98 employees volunteered in the blood drive. They underwent a health screening before donating their blood, and received a free meal afterwards.

Paleng-Keri Feeding Program

In partnership with WinRadio 91.5FM's Paleng-Keri Day, BingoPlus Foundation held a feeding activity at the Pasay Public Market on July 14, 2023. Participants went around the wet market distributing lugaw, or rice porridge with egg, to 300 palengke customers and vendors. The event also involved games with prizes and a Zumba activity.

Brigada Eskwela

In August 2023 the BingoPlus Foundation participated in the Brigada Eskwela cleaning and painting activity for R. Almario Elementary School in Tondo, Manila. This was implemented with the help of 50 employee volunteers. Close to 150 students benefited from the improvement of classrooms and facilities.

Malabobo Elementary School Facility Donation

Students need facilities that will serve as a conducive environment for education. As such, the BingoPlus Foundation partnered with Love@Pal Club (Singapore) to donate a student facility for the Malabobo Elementary School at Mangatarem, Pangasinan. The multi-purpose building will cater to the students and will supplement the school's existing facilities. Volunteers from BingoPlus visited the school on April 27, 2023 to commemorate the completion of the project, meet teachers and students, and help paint a mural on the side of the facility.

The BingoPlus Foundation Pillars

In 2024, plans are already in place to spend over P100 million on various projects and initiatives that provide support to important causes through the BingoPlus Foundation. Compared to the previous year's budget of P20 million, this is close to a 500% increase in funds for corporate outreach projects. To further focus our efforts, the BingoPlus Foundation has identified four pillars of advocacy to focus on:

1) Bingo sa Edukasyon

Technology Education

Under this pillar, we are focused on empowering the next generation of Filipino talents in the technology industry. The FutureSmart Scholarship Program will help to make this goal possible. We plan to expand the reach of this program by funding an additional 30 scholars in the academic year 2024 to 2025. To achieve this, we will partner with a top performing technology university in Metro Manila.

2) Bingo sa Kalusugan

Accessible Healthcare

This pillar aims to make basic healthcare accessible to the communities we serve, especially to those community members who are not capable of providing for their own. The flagship program that falls under this pillar is Tulong BingoPlus, which involves the foundation's healthcare initiatives. To further support healthcare access, we may undertake activities such as bloodletting drives in partnership with the Philippine Red Cross and rehabilitation of medical equipment and facilities.

3) Bingo Sa Malasakit

Community Safety and Resiliency

The mission of this pillar is centered on addressing our communities' pressing needs. Each year, we provide grocery packages through Paskong BingoPlus and BingoPlus Day, which are celebrations hosted by the Foundation. We also organize disaster relief and emergency support efforts for our communities when the need arises.

4) Bingo sa Online Safety

Responsible Digitalization

This pillar puts an emphasis on creating a safer online environment for Filipinos. We will collaborate with various groups to create an information campaign that will spread awareness on key topics such as responsible gaming, data privacy, and cybercrime. This will help ensure online safety and confidence, not only for online gamers, but for Internet users at large.

GRI and SASB Content Index

DigiPlus Interactive Corp. has reported the information cited in this report in accordance with the following internationally recognized sustainability reporting frameworks and standards: Global Reporting Initiative (GRI) and the Sustainable Accounting Standards Board (SASB) for the Casinos & Gaming and Internet Media & Services industries.

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