



## **Board Diversity Policy**

Document No. LCD-PP-2025-002

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<b>Board Diversity Policy</b>	Revision No.: 0	
	Date Prepared: October 9, 2025	
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## 1. Policy Statement

DigiPlus Interactive Corp. (“DigiPlus” or the “Company”) acknowledges and recognizes the benefits of having a diverse Board and its value in maintaining a sound corporate governance while achieving strategic objectives and sustainable growth.

Diversity promotes the inclusion of a wide range of perspectives and ideas that can inspire creativity and drive innovation. The diversity in the composition of the members the Board should mitigate, if not avoid, groupthink, enhance risk oversight, and improve decision-making and corporate governance. It is an essential component in maintaining competitive advantage and improving the overall performance of the Company.

## 2. Scope

This Board Diversity Policy (“Policy”) applies to the Board of Directors of DigiPlus. It does not apply to diversity in relation to employees of DigiPlus and its subsidiaries which is covered by the internal guidelines of the Company’s Human Resources Department.

## 3. Guiding Principles

- 3.1. In determining the structure and composition of the Board, diversity will be considered from varied aspects, including, but not limited to, gender, age, ethnicity, religion, culture, sexual orientation, skills, professional backgrounds, competencies, knowledge, experience, length of service of directors, and applicable regulatory rules and regulations.
- 3.2. This diversity will be considered in determining the optimum composition of the Board and should be balanced appropriately. All Board appointments are based on merit against objective criteria, in the context of the skills, experience, independence, and knowledge which the Board as a whole requires to be effective, having due regard for the benefits of diversity on the Board.
- 3.3. The Board shall strive to maintain a balanced mix of executive, non-executive, and independent directors, having due regard to the requirements and needs of the Company.

## 4. Framework

- 4.1. The **Nomination Committee** of the Board reviews and assesses the structure, size and composition of the Board. It shall examine the selection standards, nomination, and recruitment process of directors. It shall review at least once a year the independence of the members of the Board of Directors. In

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determining diversity and qualifications of the Board member, the Nomination Committee shall be guided by the following minimum criteria:

- Skills, professional backgrounds, competencies, and knowledge of each member of the Board as it relates to the whole Board;
- Gender, age, ethnicity, religion, culture, and sexual orientation as to the composition of the Board as a whole;
- The attendance and participation of each Board member in the previous year of directorship;
- Knowledge in the business of the Company; and
- Such other criteria as the Company needs arise.

4.2. The **Corporate Governance Committee** of the Board oversees the conduct of the annual review of Board effectiveness. The annual review shall consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees, and individual Directors, the balance of skills, experience, independence, and knowledge of the Board and the diversity representation of the Board, how the Board works together as a unit, and other factors relevant to its effectiveness will be assessed.

## 5. Disclosure of Policy

This Policy shall be published in the Company's website and accessible to the public.

## 6. Review of the Policy

The Nomination Committee may review and amend this Policy as may be needed, which includes an assessment of the effectiveness of the Policy, subject to the confirmation of the Board.

## 7. Effectivity

This Policy shall take effect upon approval by the Board and shall apply prospectively.