

Fun that grows with you



digiplus 

2025 INTEGRATED REPORT

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About the Cover

"Fun that grows with you" comes to life in the DigiPlus 2025 Integrated Report cover—marking more than 25 years of trust, credibility, and leadership.

It captures a journey of continuous evolution, where innovation moves in step with stakeholders and progress is guided by values that remain constant. In an ever-changing digital landscape, DigiPlus stays ahead, shaping fun and entertainment that is responsible, credible, and governance-driven.

At its core, the cover reflects a timeless truth: even as experiences evolve, DigiPlus remains steadfast in its commitment to meaningful, enjoyable, and responsible engagement.

More details about DigiPlus' evolution and how we transform entertainment for good can be found on pages 10-11.

Note on the Responsible Use of AI in Report Development

In preparing this Integrated Report, the DigiPlus Creatives, Corporate Communications, and Sustainability Teams used generative AI tools to support the development of the report cover and content refinement including paraphrasing, sentence structuring, and consistency checks. All AI-assisted content was reviewed for potential errors, inaccuracies, and bias. DigiPlus takes full responsibility for the published report and confirms that generative AI was used only within established guidelines for responsible use.

Note on Forward-looking Statements

This report contains forward-looking statements based on management's beliefs, assumptions, and information currently available. Actual results, performance, or achievements may differ materially from those expressed or implied. Forward-looking statements may be identified by words such as "may," "could," "expect," "intend," "plan," "seek," "anticipate," "believe," "estimate," "predict," "potential," "continue," "likely," "will," and "would," including their variations or negatives.

These statements are inherently uncertain and subject to risks and assumptions considered reasonable by DigiPlus and its management. Factors that may cause actual results to differ include economic recovery conditions, spending levels in business and leisure segments, and consumer confidence. Readers are cautioned not to place undue reliance on forward-looking statements, which are made as of the publication of this report. DigiPlus undertakes no obligation to publicly update these statements, except as required by law, and any update should not be taken as an indication that further updates will be made.

OUR STORY AND OUR BUSINESS

Leadership's perspective, our corporate profile, and 2025 performance frame the strategy, priorities, and achievements that define our evolution story.

About this Report

The DigiPlus 2025 Integrated Report affirms the Company's enduring commitment to transparency, accountability, and sustainability—then and now.

Scope and Boundary

This Integrated Report contains comprehensive disclosures on the financial and operational performance of DigiPlus Interactive Corp. and its subsidiaries ("DigiPlus," the "Company," the "Group," or the "organization") for the period January 1 to December 31, 2025.

It also includes information on the Company's sustainability or economic, environmental, social, and governance (ESG) performance sourced from operating subsidiaries and consolidated at the parent company level. Where applicable, performance indicators are accompanied by explanatory notes to provide operational context.

Improving and setting a new baseline for our energy and emissions reporting

Beginning with the 2025 reporting period, DigiPlus will transition from spend-based estimates to activity-based data derived from actual consumption across the Company's operations, specifically kilowatt-hours for purchased electricity and liters for fuel used by company-owned generator sets and vehicles.

This shift directly affects our disclosures on energy and greenhouse gas (GHG) emissions calculated to reflect the improved methodology. Reporting on emissions from employee commuting will also be discontinued due to high uncertainty in the underlying data.

Due to these changes, 2025 will serve as the Group's new baseline year for our energy and GHG emissions, and will be the basis for our target-setting and reduction initiatives in the future. This initiative reflects the organization's commitment to long-term thinking and environmental stewardship to transform the world of entertainment for good.

For full details, see pages 90-92.

Standards and Frameworks

This report is prepared in line with globally recognized standards and frameworks that guide DigiPlus in providing relevant, reliable, and comprehensive disclosures on matters most material to our business. Details on specific disclosures are presented in the Sustainability Reporting Indices on pages 95–98.

These standards and frameworks include:

- Integrated Reporting Framework (IR Framework)
- SASB Standards for Casino & Gaming (Services Sector) and Internet Media & Services (Technology & Communications Sector)
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Global Reporting Initiative (GRI) Standards
- ASEAN Corporate Governance Scorecard (ACGS)

As part of our commitment to transparency and accountability, DigiPlus has begun preparations to align our future reporting with the Philippine Financial Reporting Standards (PFRS) S1 and S2, effective fiscal year 2026 for publicly-listed companies under the Securities and Exchange Commission (SEC) Memorandum Circular No. 16 (Series of 2025). The Company remains committed to full compliance with sustainability and ESG reporting requirements.

Additional References

This report does not replace DigiPlus' Annual Report (SEC Form 17-A) as of December 31, 2025, and should be read alongside them. The Annual Financial Statements are available at the [Disclosures page](#) on our company website. Additional information about the Company and our disclosures may also be accessed through the [website](#).

Approach to External Assurance

The Audit Committee of DigiPlus reviews and endorses the financial audit matters to the Board of Directors. Isla Lipana & Co., a member firm of the PwC network, audits the Company's financial statements, with Pocholo C. Domondon serving as the partner-in-charge. No external assurance was conducted for the sustainability disclosures included in this report.

Feedback

DigiPlus welcomes feedback from stakeholders on this report and the Company's sustainability performance. Comments and suggestions may be sent to sustainability@digiplus.com.ph or investorrelations@digiplus.com.ph.

Responsibility Statement

The Board of Directors, Corporate Governance Committee, and management affirm the integrity of the DigiPlus 2025 Integrated Report. All disclosures on the Company's financial, operational, and sustainability/ESG performance for the year ended 2025 are presented fairly and have been prepared in accordance with internationally-recognized reporting standards and frameworks.

High-level supervision was provided by the Corporate Governance Committee and Vice President and Head of Investor Relations, Corporate Communications, and Sustainability (IRCOS) representing DigiPlus management. This report was produced by internal teams whose expertise ensured that disclosures are accurate, relevant, and reliable.

The Board approved this report on March 31, 2026, and authorized its release on the same date.



Eusebio H. Tanco
Chairman



Atty. Timoteo B. Aquino
Chairman, Corporate Governance Committee



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“ When the industry evolved, we were prepared to meet it.

Chairman's Message

Fellow Shareholders,

In 2025, the Philippine online gaming industry entered a period of structural shifts, raising standards for oversight, consumer protection, and operational accountability. For DigiPlus, this was not a disruption, but an inflection point: one that affirmed the discipline, foresight, and structural integrity with which we have built our business.

Well before these reforms took shape, DigiPlus had already embedded rigorous governance, robust Know-Your-Customer (KYC) protocols, and pioneered responsible gaming safeguards in the country. Our systems and operating model were designed for a more structured and accountable environment. When the industry evolved, we were prepared to meet it.

Amidst an evolving environment, DigiPlus operated from a position of readiness, supported by strong brand equity, institutional credibility, and an extensive physical nationwide footprint. Throughout the year, we maintained close and constructive engagement with regulators as well as industry and institutional stakeholders, contributing to the development of clearer standards in advertising, consumer protection, and enforcement. We remain firm in our view that well-calibrated regulation fosters a more sustainable industry where responsible operators can thrive.

Our preparedness translated into resilient performance.

For full year 2025, DigiPlus recorded revenues of ₱84.2 billion, a 12% increase from the previous year. Net income stood at ₱12.6 billion, broadly flat year-on-year, while EBITDA rose to ₱14.2 billion. This performance reflects disciplined execution across our core segment and the strength of our operating model amid a shifting regulatory landscape. A robust first-half provided a strong foundation, offsetting the softness in activity during the latter part of the year following adjustments to e-wallet access.

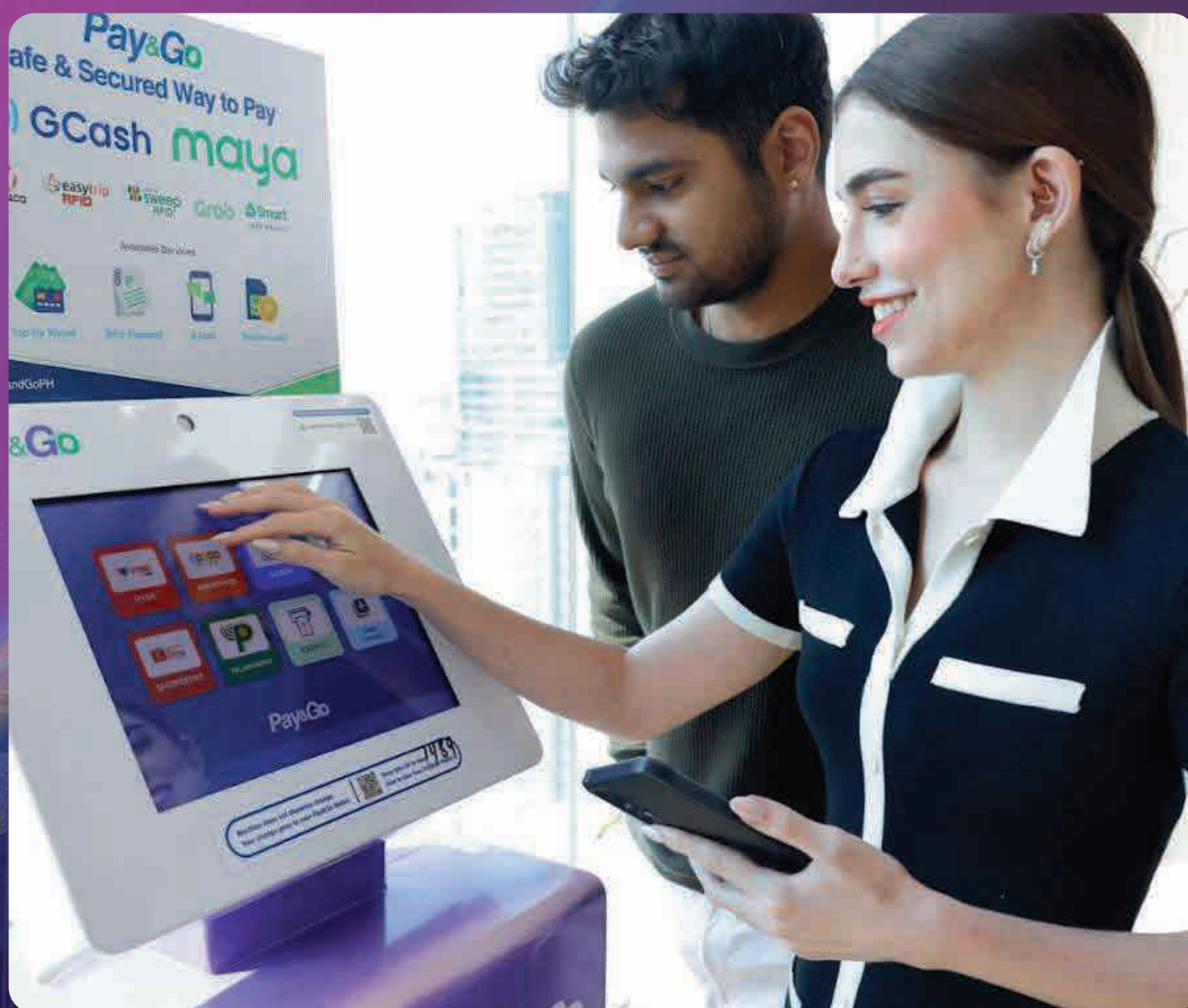
In line with our commitment to shareholders, the Board approved a cash dividend of ₱0.83 per share, equivalent to a total payout of ₱3.8 billion, representing 30% of consolidated net income.

These results underscore the resilience of our integrated ecosystem. Our portfolio of platforms, supported by proprietary technologies and an expanding network of over 130 physical branches, continues to deepen engagement across a diversified customer base. Our physical presence remains a strategic advantage—enhancing accessibility, reinforcing compliance through verified transactions, and extending our regulated footprint beyond digital channels. This hybrid model strengthens our ability to operate sustainably within an evolving regulatory environment.



“ In a year defined by structural change, we chose not only to adapt—but to lead. ”





In a year defined by structural change, we chose not only to adapt—but to lead.

We introduced an industry-first financial protection program for verified player wallets, in partnership with PhilFirst, offering coverage of up to ₱1 million per account and ₱1 billion in total. This initiative sets a new benchmark for consumer safeguards and reinforces trust in regulated platforms.

We also strengthened our payments infrastructure through partnerships with BSP-certified and PAGCOR-approved providers, including Bayad and Pay&Go, significantly expanding our network of secure transaction channels nationwide. By diversifying payment access points, we enhanced traceability, reduced dependency on any single channel, and improved operational resilience.

At the same time, we continue to enhance our responsible gaming framework through the rollout of player protection tools across BingoPlus, ArenaPlus, and GameZone. These features empower users to manage their gaming behavior through time limits and spending caps. Complementing these are expanded responsible gaming education initiatives, employee training programs, and financial literacy efforts, reflecting our belief that responsible gaming extends beyond systems to informed participation.

Our commitment to well-being extends further. Through DigiPlus Foundation, we launched EmbracePLUS, a free mental health helpline supporting community workers and frontline professionals. This initiative reflects our broader view that responsible gaming is intrinsically linked to societal health and resilience.

DigiPlus also assumed a broader leadership role within the industry, taking a leading role in the establishment of the PlaySafe Alliance of the Philippines, strengthening collaboration with PAGCOR and key stakeholders to advance shared standards for safe and responsible play.

“ Sustainability and governance remain central to our strategy.

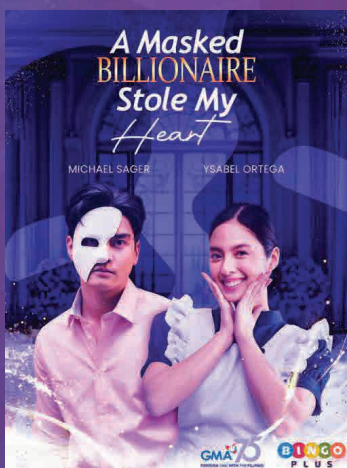
We continued to pursue growth with discipline and long-term intent.

We further reinforced our differentiated content strategy with the launch of new livestreaming games like In Between Supreme, a self-developed game that modernizes classic card betting for mobile-first players, while our broader portfolio continues to reimagine traditional, culturally-inspired games in a dynamic, interactive, and digital format. Additionally, we broadened our offerings by launching 522 new titles across our platforms over the course of the year.

DigiPlus entered into a ₱12-billion convertible notes agreement to acquire a controlling stake in Hong Kong-listed International Entertainment Corp., operator of New Coast Hotel Manila. As a PAGCOR-licensed integrated resort complex situated in Malate, Manila, New Coast represents a cornerstone of our long-term vision to bridge digital and physical entertainment ecosystems. This investment provides an option to acquire a significant 53.87% stake, establishing a strategic offline platform designed to complement our expansive digital network.

We also deepened content innovation through a partnership with GMA Network, bringing premium Filipino storytelling into our platforms, further enhancing user engagement while reinforcing cultural relevance.

Internationally, we have progressed our roadmap for overseas expansion by formally filing a license application with the Western Cape Gambling and Racing Board in South Africa and continuing our preparations for entry into the Brazil market. These efforts are guided by our overarching mission to bring the same localized and culturally-resonant gameplay that underpins our domestic success to a global audience.



Sustainability and governance remain central to our strategy. We continue to strengthen our ESG framework, anchored on transparency, accountability, and risk management, recognizing that long-term value creation is inseparable from institutional trust. These efforts were recognized through multiple accolades, including a 2-Golden Arrow Award under the ASEAN Corporate Governance Scorecard and certification as a Great Place to Work®.

Through the DigiPlus Foundation, we allocated ₱84 million to programs in education, healthcare, and community resilience, benefiting close to one million Filipinos. These initiatives reflect our enduring belief that responsible corporate citizenship strengthens both society and enterprise value.

In 2025, DigiPlus was included in the benchmark Philippine Stock Exchange Index, marking a significant milestone in our growth journey. We were likewise recognized in the Fortune Southeast Asia 500 list, notching a 223rd rank and rising 259 spots from our position in 2024. These recognitions affirm the scale, strength, and credibility that we have been able to build over the past four years.

As we move forward, guided by our refreshed vision to transform the world of entertainment for good, we remain focused on disciplined expansion, continued investment in technology, and responsible innovation.

The industry will continue to evolve. Those anchored on governance, transparency, and disciplined execution will define its future. We believe that DigiPlus is firmly positioned among them.

We thank our shareholders, business partners, and all our stakeholders for their continued trust and support, our Board of Directors for their guidance, and our leadership team and all our employees for their astounding commitment throughout our journey.



EUSEBIO H. TANCO

Chairman



WHO WE ARE

DigiPlus is the Philippines' pioneer and market leader in digital entertainment, operating player-favorite platforms such as BingoPlus, ArenaPlus, and GameZone. In pursuit of continuous innovation, the Company has since expanded its presence beyond these platforms to include vertical dramas and other emerging entertainment formats, further broadening its digital entertainment ecosystem.

The Group believes digital entertainment can spark joy, influence culture, and fuel progress—and that this influence must be guided by responsibility, intention, and a commitment to lasting impact.

At DigiPlus, we advance Entertainment for Good, reflecting the Company's commitment to building trusted digital entertainment experiences that connect, protect, and uplift lives, powered by responsible innovation, strong governance, and a long-term focus on value creation.

Company Overview

Incorporated in 1957 and publicly listed on the Philippine Stock Exchange (PSE: PLUS), DigiPlus operates as a holding company regulated by the SEC providing strategic direction and oversight to its wholly owned and majority-owned subsidiaries across Retail Gaming, Casino, Network and Licenses, and Property and Other Investments.

In line with its regulatory obligations, DigiPlus conducts its casino and gaming operations through subsidiaries operating under licenses issued by Philippine gaming authorities, including the Philippine Amusement and Gaming Corporation (PAGCOR) and the Cagayan Economic Zone Authority (CEZA). Accordingly, the Company's consolidated financial statements include the parent company, its subsidiaries, joint ventures, and associates, and are available on the [DigiPlus website](#).

In 2022, DigiPlus successfully transitioned from a primarily brick-and-mortar business into the fastest-growing digital entertainment group in the Philippines. Through its subsidiaries, the Company now operates across both physical retail branches and digital platforms, strengthening its leadership in interactive gaming, sports entertainment, and cards and tabletop games. As of fiscal year-end 2025, DigiPlus' digital entertainment business accounts for a significant majority of total revenues, and as such, these businesses are the primary focus of this report.

Headquartered in Bonifacio Global City, Taguig City, and operating 139 retail branches nationwide, DigiPlus employs nearly 4,000 people and holds the largest market share in the Philippine e-games segment. The Company is also included in the Fortune Southeast Asia 500 list, as well as key benchmarks including FTSE, MSCI, and PSE indices.

Recognized as an industry leader in sustainability and ESG, DigiPlus continues to embed responsible business practices, governance excellence, and long-term value creation across its operations. This is demonstrated through the Company's Great Place to Work® Certification, Golden Arrow Recognition, and citations for DigiPlus Foundation in 2025, reflecting DigiPlus' strong governance, people-first culture, and sustained community impact.

Over 25 years

Industry experience in leisure and entertainment

Transformed in 2022

Into the Philippines' fastest-growing digital entertainment group

₱73.1 billion (≈ \$1.2 billion)

Market capitalization as of fiscal year-end 2025

Largest publicly listed

Online gaming operator in the Philippines

Fortune Southeast Asia 500

Listed for the second consecutive year, climbing 259 spots reflecting strong revenue growth

PSE Index constituent

Among the top 30 most actively traded companies

Golden Arrow Recognition

Recipient of two Golden Arrows for excellence in corporate governance and transparency

Great Place to Work® Certified

Reflects a positive and inclusive workplace culture

Ownership and Operating Structure

Shareholding Structure as of December 31, 2025

75.49% PCD Nominee Corporation (Filipino)	20.82% PCD Nominee Corporation (Non-Filipino)	2.22% Globalist Technology Company Limited	1.47% Others
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Business Segments, Subsidiaries, and Ownership Structure

Business Segments	Subsidiaries	Ownership
<p>Retail Gaming Management of a diverse portfolio of gaming products including bingo, e-casino, specialty games, sports betting, and poker delivered through both online and land-based platforms</p>	<p>AB Leisure Exponent, Inc. (ABLE) Total Gamezone Xtreme Incorporated (TGXI) Gamemaster Integrated Inc. (Gamemaster)</p>	<p>100% 100% 100%</p>
<p>Casino Operation of slot arcades under licenses issued by PAGCOR</p>	<p>Blue Chip Gaming and Leisure Corporation (BCGLC) Gold Coast Leisure World Corp. (GCLWC)</p>	<p>100% 100%</p>
<p>Network and Licenses Provision of IT services to internet gaming operators and regulation of registered gaming enterprises in the Cagayan Special Economic Zone and Free Port (CSEZFP) as the master licensor authorized by the CEZA</p>	<p>First Cagayan Leisure and Resort Corporation (FCLRC) LR Data Center and Solutions, Inc. (LRDCSI) First Cagayan Converge Data Center Inc. (FCODCI)</p>	<p>97.27% 80% 74.36%</p>
<p>Property and Other Investments Management of investment and land properties, rental activities, and strategic infrastructure investments supporting CSEZFP development; includes acquisition, ownership, and disposal of real and personal assets including securities and equity interests for lawful business purposes, without acting as a broker or dealer</p>	<p>AB Leisure Global, Inc. (ABLGI) LR Land Developers, Inc. (LRLDI) G-L Real Estate JV Corporation, (GREJC) Diginvest Holdings Inc. (Diginvest) DigiPlus Brazil Holding LTDA DigiPlus Brazil Interactive LTDA</p>	<p>100% 100% 100% 100% 100% 100%</p>

DigiPlus' Evolution: Multiplying the Fun, Then and Now

- Business development
- Customer experience and innovation
- Responsible business and sustainability

In the early 2000s, DigiPlus, then Leisure and Resorts World Corp. (LRWC), grew the Bingo Bonanza brand into lively community spaces where people came together to play, connect, and unwind. These outlets became part of everyday life, supporting government programs and helping fund social and educational initiatives, while community engagement efforts in education, healthcare, and outreach extended their impact nationwide.

As the world changed, so did we. The pandemic fast-tracked our move to digital, reshaping how we reach and engage our players. In 2022, we made a bold shift with the launch of BingoPlus, the country's first fully digital, livestreaming bingo platform. What once happened in halls could now happen anywhere, bringing familiar games to millions of mobile users.

The Turning Point: Our Digital Pivot



Launched BingoPlus, making DigiPlus the country's pioneer in digital entertainment



BingoPlus featured the first interactive livestreaming digital bingo platform and offered over 1,000 electronic games

2022



Launched ArenaPlus, the Philippines' #1 sportsbook

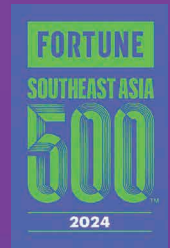


Launched GameZone, the premier platform for table games and tournament-driven experiences



Renamed as DigiPlus Interactive Corp., reflecting the Company's strategic transition toward a digitally driven business model

2023



Made it to the inaugural Fortune SEA 500 list



BingoPlus Foundation expanded its initiatives focused on education, healthcare, disaster response, and responsible gaming



Conducted webinar series on responsible gaming and financial coaching sessions



Began assessment of the Company's exposure to climate change risks

2024

This shift was more than a change in platform. It marked a new way of creating experiences, where technology, convenience, and real-time engagement come together to meet the evolving needs of our players. By making entertainment more accessible and responsive, we opened the door to a wider audience and set new standards for how Filipinos connect with fun, gaming, and leisure.

From there, we continued to push boundaries, introducing ArenaPlus, GameZone, and a growing mix of nostalgic and themed experiences that redefined how people play. Guided by innovation and a strong focus on customer experience, we created more engaging, accessible, and personalized ways for Filipinos to enjoy entertainment anytime, anywhere, strengthening our position as an industry leader.



Adopted new corporate vision, mission, and values grounded on the Company's growing business and future plans



Earned first 2-Golden Arrow award for excellence in corporate governance



Short-form vertical drama series launched for entertainment content beyond gaming



Completed assessment of climate-related physical and transition risks



Launched EmbracePLUS and other mental health support initiatives



Partnered with Bayad and Pay&Go payment channels to expand players' access and convenience



Refreshed Sustainability Framework aligned with the Company's strategic goals



Presented the inaugural staging of the International Series Philippines, positioning the country as a premier sports destination



Achieved inclusion in the benchmark PSE Index



Responsible gaming tools and awareness campaigns strengthened



Co-founded PlaySafe Alliance of the Philippines to advance industry standards



Great Place To Work® certified



Secured a place in the Fortune SEA 500 list for two consecutive years



Enabled a seamless online-to-offline customer journey through a network of 139 branches



Brought stories to life with Pusta de Peligro, a short film series focused on the realities and risks of gaming



Backed by nearly 500 in-house customer service agents providing round-the-clock support



Surety bond program launched to help safeguard players' financial well-being, protecting up to ₱1 million per verified player wallet

2025 and beyond

As we grow, responsibility remains at the core of everything we do. We work closely with regulators and partners to uphold the highest standards of responsible gaming, player protection, and good governance. At the same time, we contribute to economic growth and community development, ensuring that our progress delivers meaningful value beyond the business.

Today, we are more than a gaming company. We are shaping the future of digital entertainment in the Philippines by combining innovation, strong governance, and a commitment to responsible play. Through this, we deliver experiences that are engaging, trusted, and impactful, bringing Entertainment for Good to more Filipinos, wherever they are.

Our Vision

We are transforming the world of **entertainment for good.**

Our Mission

We create the most innovative and enjoyable entertainment experiences powered by cutting-edge technology and localized products for different cultures.

Our Values - ACTION

Act with Integrity

Integrity is our enduring principle—fair, genuine, and transparent in all we do. We build trust by acting honestly and ethically, upholding compliance as our responsibility, and earning a reputation that lasts.

Customer First

We put our customers' needs, experiences, and values as the top priority in every decision—whether they are players, partners, or colleagues. By seeing through their eyes, we foster meaningful connections and long-lasting relationships.

Think Long-Term

We set our sights on the future, enabling our company, teams, and people to go further together. We commit to growing with the company for the long term. This is how we turn ambition into lasting value and shared success.

Inspire: Dare to Innovate

We challenge the status quo and push boundaries—leveraging creative minds to experiment and discover, no matter how big or small. Through learning and iteration, we create breakthroughs and lead the way to what's next.

Be Open & Co-Create

We respect different cultures and diverse backgrounds, embracing new ideas and perspectives with an open mind. Knowing that unique talents spark greater impact together, we thrive when we work together, moving in one direction.

No Excuses: Own It & Drive It

We own our work like entrepreneurs—taking accountability, driving progress, and striving for excellence. With an agile and proactive mindset, we turn challenges into opportunities.



Anchored on Renewed Purpose, Ready for ACTION Beyond Borders

As DigiPlus continues to grow and level up as a digital entertainment company, we knew it was time to refresh our vision, mission, and values (VMV) system. Our business has evolved fast, and we needed a cultural foundation that's just as bold, future-ready, and energizing as the journey ahead.

Our Company's VMV framework refresh kicked off with a two-day leadership strategy workshop in August 2025. It was a chance for our leaders to pause, reflect, and ask the big questions: *Who are we now? Where are we going next? And what values will guide us as we keep raising the bar?* The ideas that came out of those conversations became the backbone of our new VMV system and set the tone for our next chapter.

But this wasn't a top-down exercise. Once rolled out, our people jumped in. Through cascade sessions, team huddles, and open conversations, employees connected the VMV framework to their everyday work and made it their own.

As of year-end, we've rolled out 24 cascade sessions in Q4 alone, serving as learning sessions to help employees understand and embed our new VMV into our DNA.

We're also weaving the VMV into daily life at DigiPlus. It now shapes how we collaborate, make decisions, and celebrate wins.

From onboarding and learning programs to recognition tools, digital VMV stickers, and our ACTION Wall, our values are showing up everywhere.

The impact? Clearer purpose, stronger alignment, and values-driven shoutouts in everyday chats. Our refreshed VMV system helps us attract like-minded talent, grow future leaders, and keep DigiPlus a place where people are always ready for action and feel inspired to do their best work.



Digital Entertainment Platforms



The pioneer in digital entertainment in the Philippines

Launched in January 2022, BingoPlus is the Philippines' first interactive, livestreaming digital gaming platform. By combining advanced technology with a nationwide footprint of over 130 company-operated sites and more than 500 partner locations, BingoPlus has built a robust digital-to-physical entertainment ecosystem. Serving tens of millions of Filipino users, the platform delivers immersive, interactive, and diverse entertainment experiences while setting industry benchmarks for scale, engagement, and responsible gaming.

2025 Highlights

- Presented landmark international events through its partnership with LIV Golf's International Series
 - Featured elite players including former World No. 1 Dustin Johnson
 - Celebrated Filipino golfer Miguel Tabuena's first International Series victory on home soil
 - Set new attendance records with over 20,000 spectators and 11,000+ music festival attendees, the highest in Asia for the series
 - Earned high-level government backing from the Department of Tourism (DOT), Philippine Sports Commission (PSC), and PAGCOR
 - Strengthened cultural exchange with diplomatic participation, including support for global music acts
 - Achieved over 3.5 billion combined digital and on-ground brand exposures for golf and electronic music culture in the country
- Transitioned into a comprehensive entertainment platform with new verticals such as casual games and short-form drama reels complemented by enhanced community features
- In-house games continued strong performance, led by the Perya series and record-setting jackpots
- Recognized once again as "Reliable Gaming Brand" by Manila Bulletin, underscoring commitment to transparency and responsible gaming





The Philippines' #1 sportsbook, giving sports enthusiasts an unmatched, real-time fan experience

ArenaPlus is the country's #1 PAGCOR-licensed sportsbook, offering Filipino sports fans a fast, secure, and highly engaging digital experience. Launched in 2023, it is the official partner of major leagues including the Philippine Basketball Association (PBA), Philippine Volleyball League (PVL), and Spiker's Turf, enabling users to engage with local and international sports through real-time predictions and interactive features.

2025 Highlights

- Awarded Best Sportsbook 2025 at the SIGMA Asia Awards
- Welcomed Derrick Rose and Miguel Tabuena as brand endorsers
- Expanded athlete ambassador roster across PBA, PVL, Korean Basketball League (KBL), and Dubai Basketball League (DBL)
- Continued strong sponsorship support for Gilas Pilipinas Men's Basketball Team



GAME ZONE

The esports-style Filipino card gaming platform delivering real-player tournaments, livestreamed matches, and high engagement PvP experiences

GameZone is DigiPlus' fast-growing competitive card gaming platform, built on real-time player versus player (PvP) play featuring Filipino favorites such as Tongits, Pusoy, and Lucky 9. Operating in a licensed and secure environment, it combines tournament-style competition with strong player protection and responsible gaming standards.

In 2025, GameZone strengthened its esports positioning through the expansion of the GameZone Tablegame Champions Cup (GTCC) into a flagship tabletop esports series, with prize pools reaching up to ₱10 million. The platform also enhanced accessibility through free-to-enter ladders, ranked events, and new jackpot-led game modes. Supporting its advocacy for responsible gaming, GameZone continues to partner with local celebrity Vice Ganda as its brand ambassador.

2025 Highlights

- Championed Vice Ganda's role as the brand's responsible gaming ambassador and spokesperson, strengthening advocacy for mindful and safe play
- Elevated GTCC into a premier tabletop esports series with multiple seasons in 2025
- Expanded tournament formats across Tongits and Pusoy
- Rebranded TexasPlus as PokerPlus to support a growing poker community
- Enhanced responsible gaming tools and player-led advocacy for responsible play



OUR PERFORMANCE

Financial Highlights

Consolidated Revenue and Operating Income

Amount in million pesos	2024	2025	Inc/(Dec)	% Change
REVENUE				
Retail games	74,107	83,050	8,943	12%
Other revenues	1,116	1,116	-	0%
TOTAL REVENUE	75,223	84,166	8,943	12%
COSTS AND EXPENSES				
Franchise fees and taxes	33,686	30,995	(2,691)	-8%
Advertising and promotion	13,274	20,169	6,895	52%
Other expenses	14,325	18,767	4,442	31%
TOTAL COSTS AND EXPENSES	61,285	69,931	8,646	14%
EARNINGS BEFORE INTEREST, TAX, DEPRECIATION, AND AMORTIZATION (EBITDA)	13,938	14,235	297	2%
Other non-operating expenses, net	1,354	1,671	317	23%
NET INCOME	12,584	12,564	(20)	0%

0.29

Debt to
Equity Ratio

34.72%

Return on
Average Equity

9.07

Net Book
Value Per Share

2.8098

Basic Earnings
Per Share

15%

Net Profit
Margin

Operational Highlights



The pioneer in digital entertainment in the Philippines



The Philippines' #1 sportsbook



The premier platform for table games and tournament-driven experiences

139 retail branches

located in major malls and commercial buildings nationwide*

Up to ₱1 million

surety bond coverage

Industry-first financial protection program per verified player wallet

Partnered with Bayad and Pay&Go

Expanding our network of secure transaction channels

Launched In Between Supreme

Self-developed game that modernizes classic card betting

Added 522 new titles to the e-games library

Bringing total e-games offering to over 1,000 games

Invested in convertible bonds in IEC which owns New Coast Hotel Manila

Diversifying into physical platforms with a goal of online-to-offline integration

Partnered with GMA Network production for short-form vertical drama series

Launched on the BingoPlus app to expand entertainment experiences

Over 40 million

Registered users across our digital entertainment platforms

Close to 4,000

Full-time employees supported

*Excludes 6 slot arcade branches at PAGCOR VIP Clubs operated by BCGLC, a wholly owned subsidiary

Sustainability Highlights

Good Governance (p. 36-59)

Corporate Governance Committee

Board-level Committee responsible for ESG matters

3 of 9

Independent directors on the Board

66%

Independent directors on the Compensation Committee

Corporate policies in place

Covering sustainability/ ESG-related processes within the Company including whistleblowing mechanism

Dedicated Sustainability Unit

Executes the Company's overall ESG strategy to drive meaningful and enterprise-wide impact

Customer Experience (p. 60-65)

450

In-house customer service agents

24/7

Customer service operations

71%

Adjusted CSAT score

46 seconds

Average Response Time

~8 million

Total customer interactions

90%

Quality score

Employees and Workplace (p. 76-82)

No material violations

Against OSH-related regulations

43%

Supervisory and managerial roles held by women (C-suite and middle management)

29.27

Average training hours per employee

53%

Women in DigiPlus' workforce

Responsible Gaming (p. 66-75)

Industry-leading customer protection innovations

Responsible gaming safeguards and initiatives to mitigate players' unhealthy gaming habits

Active and continuous collaboration

With PAGCOR and other licensed operators to elevate responsible gaming standards

Economic Impact (p. 83-89)

₱34.6 billion

Total taxes and regulatory fees remitted during the year

₱84 million

Allocated for DigiPlus Foundation programs

Over 1 million

Filipinos served by DigiPlus Foundation initiatives over the same period

Climate Risk Management (p. 90-94)

19,395 tCO₂e

Total Scope 1 and 2 emissions; Scope 3 reached 10.3 million tCO₂e in 2025

Completed climate-related risk assessment

Physical and transition risk assessment covering online and land-based operations

Disclosure and Transparency (p. 47-48)

2-Golden Arrow Award

Earned first recognition for corporate governance and transparency

Sustainability Framework

Refreshed to align with new corporate VMV system and strategy

International-grade report

2025 Integrated Report prepared in line with global reporting frameworks

A World-Class Week on Home Turf

We marked a defining moment for Philippine sports as DigiPlus successfully brought the International Series Philippines to the country for the very first time. More than hosting a prestigious golf tournament, we helped position the Philippines as a credible and compelling destination for world-class sporting events, capable of standing alongside established global hosts.

Presented by our flagship brand, BingoPlus, the tournament was held from October 23 to 26 at Sta. Elena Golf and Country Club. It drew some of the biggest names in international golf, including Patrick Reed, Charl Schwartzel, and Dustin Johnson, firmly placing the Philippines on the world stage. The milestone became even more meaningful when Filipino pride Miguel Tabuena emerged as champion. His historic victory captured national attention and underscored the depth of local talent competing at the highest level.

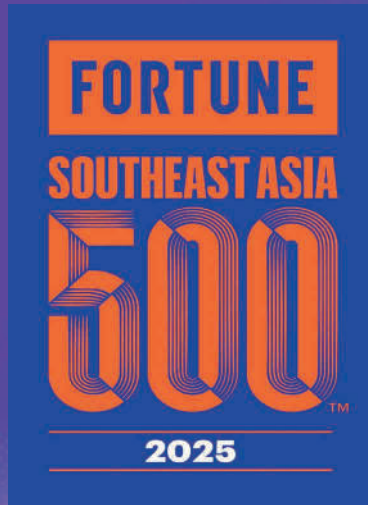
The International Series Philippines was designed to be more than a competition. We envisioned it as a week-long celebration that brought together sports, entertainment, and culture. A dynamic lineup of activities, including mall tours, press conferences, and an elegant gala night sustained excitement and engagement throughout the week. The experience culminated in the "Swing for the Filipino Sports Dream" Music Festival at the Aseana City Concert Grounds, headlined by international and local icons led by Alan Walker and Apl.de.Ap, alongside some of the country's most celebrated artists and performers.

As our Chairman Eusebio Tanco emphasized, the event demonstrated the Philippines' readiness to host world-class sporting spectacles while showcasing our renowned Filipino hospitality. The event also supported our commitment of delivering Entertainment for Good by creating culturally-resonant entertainment experiences that bring people together while celebrating local culture and traditions. By combining world-class sport with Filipino talent, music, and community engagement, the International Series Philippines showcased Filipino pride and hospitality on a global stage.





Awards and Recognition



Fortune Southeast Asia 500 List



PSE Index



FTSE Total-Cap Index
FTSE All-Cap Index



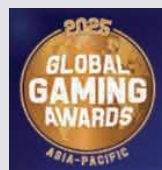
MSCI Small Cap Index



2-Golden Arrow Award



Best Reliability in Online Gaming



Digital Operator of the Year



Award of Excellence
Digital Communication/
Communication
for the Web Category



Innovative Achievement in Growth
Innovation in Investor Relations
Excellence in Social Impact
Innovation in Annual Reports
Innovation in Corporate Websites



Top 3 Growth Champion

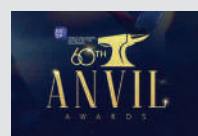
Awards of Merit
Investor Relations Category
Customer Relations Category
Audio/Visual Category
Publications Category
Marketing, Advertising,
and Brand Communication
Category



Achievement in Product Innovation



Best Casino Operator:
BingoPlus



Gold Anvil
Transformative Corporate Rebranding Campaign



Reliable Gaming Brand: BingoPlus



Award for Innovation in Brand Renovation

Best Sportsbook Operator:
ArenAPlus

Silver Anvil
2024 Integrated Report
DigiPlus Foundation's
Future Smart Program



CSR Company of the Year:
DigiPlus Foundation

HOW WE BUILD A LONG-TERM COMPANY

Our sustainability approach, governance, and ESG priorities are embedded across day-to-day operations, the business model, and decision-making processes. This integration ensures that responsible practices consistently guide how value is created and sustained over time.

Guided by our new vision, mission, values, and long-term strategic direction, our practices enable us to deliver Entertainment for Good and build a company focused on continuous innovation, strengthened organizational resilience, enhanced performance, and sustained long-term value for our stakeholders.



Our Approach to Sustainability

DigiPlus recognizes that sustainable value creation is not created, preserved, or eroded by the Company alone. It is shaped by the external environment, stakeholder relationships, and the resources on which the business depends. To build a sustainable, long-term company, DigiPlus integrates these factors into its strategic planning and decision-making to drive responsible growth, while contributing positively to the broader ecosystem in which it operates.

At the intersection of our business model, value chain, and strategy, integrated thinking shapes how we create and sustain long-term value.

External Environment

DigiPlus operates in the entertainment and gaming industry, providing land-based and online gaming as well as other services in the Philippines under a regulated framework. The Company's operations are influenced by external conditions that affect market stability, regulatory compliance, public trust, and long-term sustainability. These conditions, altogether, shape how DigiPlus manages growth, risk, reputation, and responsible business practices.

Key External Factors

- **Political and regulatory shifts.** As a regulated gaming and entertainment company, DigiPlus operates in an environment where changes in political leadership and regulatory oversight can affect enforcement intensity of public policies, platform availability, operational controls, and governance practices. The Company actively monitors policy developments to maintain operational continuity and compliance.
 - **Evolving industry standards.** The digital gaming sector continues to develop higher standards for platform reliability, cybersecurity, responsible gaming, and consumer protection. DigiPlus adapts its systems and policies to align with industry expectations and practices.
 - **Tight competition.** The Company operates in a highly competitive gaming and entertainment market, facing competition not only from other gaming operators but also from digital platforms offering alternative entertainment experiences beyond gaming.
- This competitive environment influences product innovation, user engagement strategies, marketing investments, and platform development.
- **Increasing attention to sustainable business practices.** Stakeholders increasingly expect gaming operators to demonstrate accountability in areas such as transparency, ethical conduct, data privacy, platform reliability, responsible gaming, employee welfare, community development, and environmental stewardship. These expectations inform DigiPlus' sustainability priorities and operational policies.
 - **Social media dynamics and misinformation risks.** Rapid information sharing through social media can amplify reputational risks, including viral misinformation and public backlash. DigiPlus operates in a landscape where proactive communication, transparency, and trust-building are critical to safeguarding brand credibility.



Business Model

DigiPlus' business model centers on providing regulated digital and land-based gaming and entertainment experiences through a combination of technology-driven platforms and retail operations. The Company generates revenue by offering a diverse portfolio of online games and related entertainment products to a broad customer base through its digital platforms and physical retail branches, while operating under government-issued licenses and regulatory frameworks.

Value is created by integrating licensed operations, proprietary and third-party gaming content, scalable digital infrastructure, and an extensive retail network that expands market reach and accessibility. DigiPlus focuses on platform reliability, operational efficiency, and regulatory compliance to sustain customer trust and long-term engagement across both online and land-based channels.

The business model is supported by continuous investment in technology, cybersecurity, retail operations, and product innovation, as well as marketing initiatives and partnerships that drive customer acquisition and retention. Sustainability considerations including ethical conduct, data protection, risk management, responsible gaming practices, employee welfare, community engagement, and climate risk management are embedded in operations to support resilient growth and long-term value creation for stakeholders.

Value Chain

DigiPlus' value chain covers the development, delivery, and support of regulated digital and retail gaming entertainment services. Regulatory compliance and value creation are integrated from market research and game design through to operations and community development, supported by enterprise functions such as human resources, technology, legal and compliance, finance, risk management, and internal audit, among others. This ensures consistent alignment with regulatory, ethical, and sustainability expectations across the Company's value chain.

High-level Value Chain



Strategy, Resource Allocation, and Outlook

Building a Business That Can Withstand Economic, Regulatory, and Political Cycles

As the business matures, DigiPlus aims to widen the Company's competitive lead by building a resilient, adaptive, and diversified business designed for the long term. The Group's strategy focuses on portfolio expansion, geographic growth, and disciplined diversification to navigate economic, regulatory, and political cycles.

Building a diverse digital entertainment portfolio. Leveraging our leadership in digital gaming and a differentiated ecosystem, we plan to broaden our offerings through new games and adjacent digital entertainment formats, including casual games, livestreaming, and short-form content.

Continuously innovating our game offerings. Through focused research and development, advanced technology, and innovation, we aim to consistently deliver localized and culturally-resonant livestreaming experiences that strengthen our differentiated digital platforms and enhance player engagement.

Beyond digital. DigiPlus is taking its first step toward an online-to-offline gaming ecosystem by entering into a convertible notes agreement with IEC which owns New Coast Hotel Manila, a PAGCOR-licensed integrated resort, enabling a more immersive and differentiated player experience.

Competitive and regulatory landscape. We continue to strengthen market leadership through relevant and innovative offerings, while maintaining active engagement with regulators and stakeholders, and diversifying our business to manage regulatory risk.

To execute this strategy, DigiPlus will prioritize capital allocation toward product innovation, technology, geographic expansion, and selective strategic investments, alongside continued investment in talent and organizational capabilities to support sustainable long-term growth.

Integrated Thinking in Practice

Integrated thinking guides how DigiPlus aligns strategy, governance, risk management, and performance to support sustainable value creation.

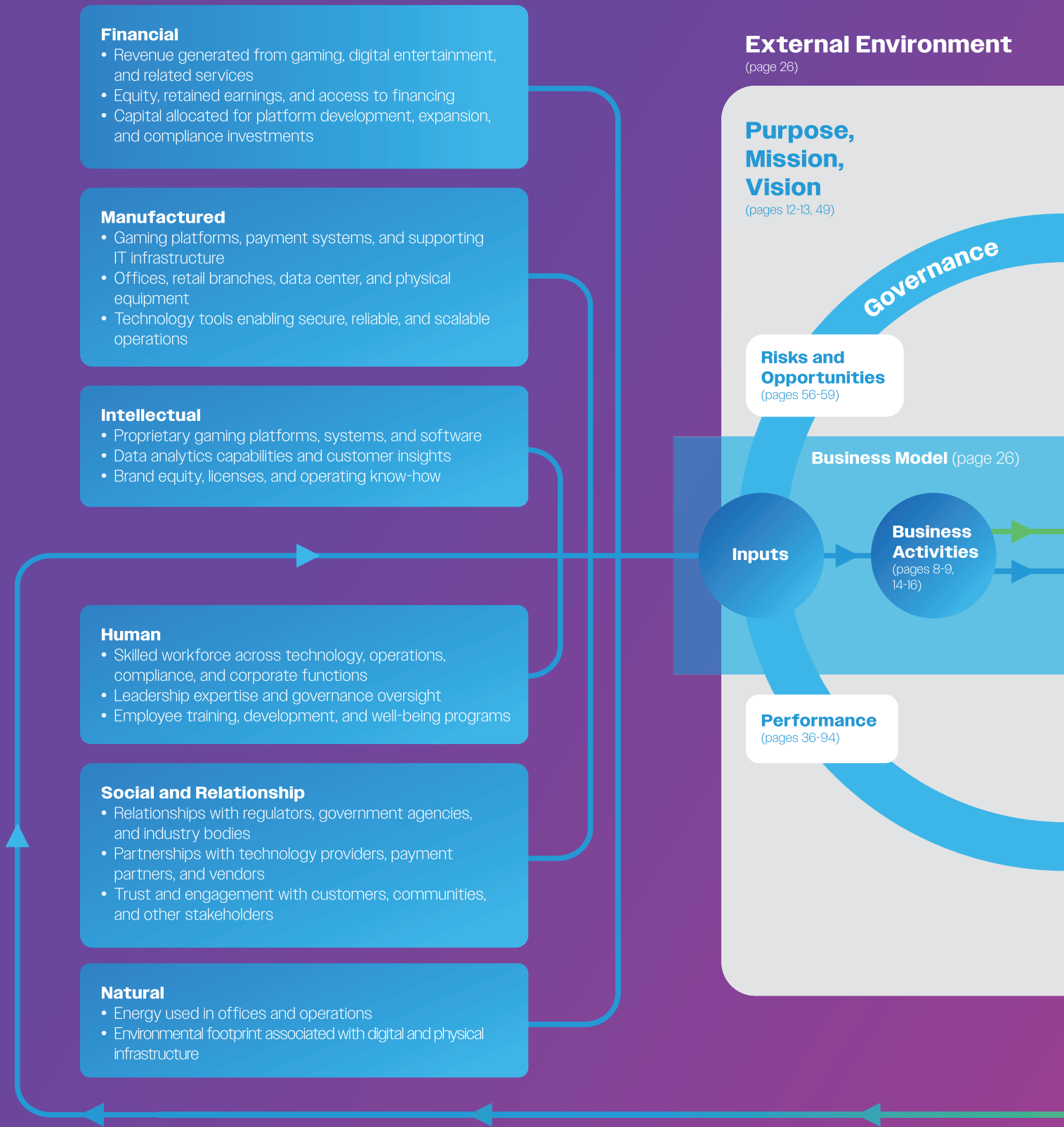
Governance enables this alignment through clear oversight, accountability, and strategic direction provided by the Board, its committees, and management. See pages 32 and 36-59 for the details.

Risk management supports decision-making by systematically identifying and addressing regulatory, operational, and ESG-related risks and opportunities through the Company's Enterprise Risk Management framework and processes. See pages 56-59 for the details.

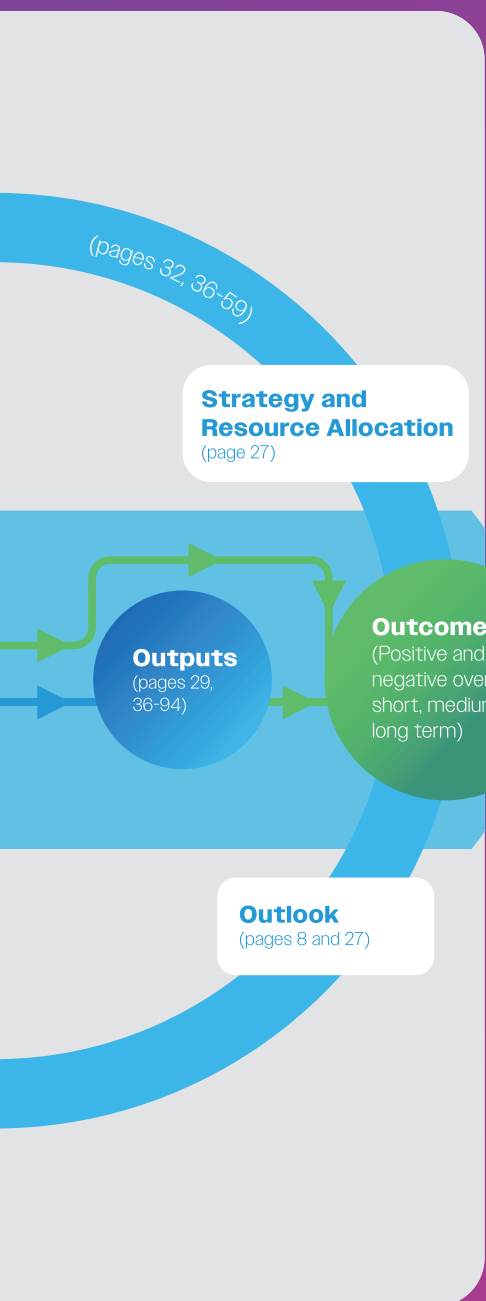
Performance is tracked using financial and non-financial indicators, with results presented in the Company's press releases and corporate disclosures, including those found in this report. See pages 60-94 for the details.

Value Creation Framework

DigiPlus creates value by transforming key business inputs including financial, manufactured, intellectual, human, social and relationship, and natural capital into outputs and outcomes that benefit both the business and broader society. Cross-references to relevant sections of this report provide further details.



VALUE CREATION, PRESERVATION, OR EROSION OVER TIME



Financial

- Sustained revenue growth and high potential for improved profitability
- Strong cash flows supporting reinvestment and shareholder value

Manufactured

- Scalable, secure, and high-performing platforms and retail branch network
- Expanded digital ecosystem through cutting-edge technology and optimized operational facilities

Intellectual

- Enhanced proprietary platforms and data-driven capabilities through robust technological infrastructure
- Strengthened brand equity through industry leadership and strategic partnerships
- Industry-leading customer protection innovations

Human

- Skilled, high-performing, and engaged workforce
- Continuous talent development and capacity building

Social and Relationship

- Enhanced stakeholder and regulatory relationships
- Expanded partnerships and positive community impact

Natural

- Enhanced data collection methodology for energy and GHG metrics
- Improved awareness of climate-related physical and transition risks

Materiality Assessment

DigiPlus conducted a structured materiality assessment to identify ESG matters that significantly influence the Company's ability to create value in the short, medium, and long term. The assessment considered both positive and negative impacts and drew on internal analysis, peer benchmarking, stakeholder inputs, and strategic alignment to ensure a balanced, reliable, and comprehensive identification of material issues.

The results informed DigiPlus' Sustainability Framework, which defines the Company's ESG pillars and material topics, presented on pages 33-35 of this report.

Materiality Assessment Process

Steps	Activities Undertaken
1. Identification of Actual and Potential Impacts	<p>Asset Review - Reviewed DigiPlus' corporate history, strategy, risk profile, expansion plans, and internal documents.</p> <p>Peer Benchmarking - Analyzed publicly available disclosures of peer companies, focusing on economic impact, governance, customer responsibility, employee welfare, and environmental management.</p>
2. Assessment of Impact Significance	<p>Stakeholder Engagement - Conducted key informant interviews with internal leaders and selected external stakeholders to assess sustainability awareness and gather feedback on the relevance and significance of identified issues.</p> <p>Materiality Prioritization Survey - Validated priority topics with stakeholders to determine those most material to DigiPlus' long-term success, sustainability, and societal impact.</p>
3. Strategic Alignment	<p>Refresh for Strategic Alignment - Aligned the Sustainability Framework with DigiPlus' updated vision, mission, values, and long-term strategy for 2025, with approval from the Corporate Governance Committee and the Board prior to publication.</p>

DigiPlus Sustainability Framework

Highlights six interconnected and strategic ESG Pillars deemed most material to the business (see pages 33-35)

Stakeholder Engagement

DigiPlus maintains structured and ongoing engagement to understand stakeholders' legitimate needs and interests, assess their impact on strategy and operations, and respond through appropriate policies, actions, and disclosures. By understanding and responding to stakeholder expectations, the Company strengthens trust, supports regulatory compliance, enhances operational resilience, and promotes sustainable long-term value creation.

Stakeholder Group	Key Needs, Interests, and Expectations	How DigiPlus Engages and Responds
Shareholders, Investors, and ESG Rating Agencies	<ul style="list-style-type: none"> Sustainable financial performance and capital efficiency Clear strategy and growth direction Transparent governance, regulatory exposure, and ESG performance 	<ul style="list-style-type: none"> Regular investor and analyst briefings and meetings held in-person and online Participation in investor conferences and non-deal roadshows Timely financial, sustainability, and corporate disclosures Management engagement to address strategic and growth-related concerns
Regulators	<ul style="list-style-type: none"> Compliance with laws, licenses, and regulatory conditions Timely remittance of taxes and fees Support for public policy objectives, responsible gaming, and consumer protection 	<ul style="list-style-type: none"> Continuous regulatory dialogue and formal reporting Participation in consultations and industry forums Integration of regulatory feedback into operational controls and policies

Stakeholder Group	Key Needs, Interests, and Expectations	How DigiPlus Engages and Responds
Employees	<ul style="list-style-type: none"> • Job security and fair labor practices • Competitive compensation and benefits package • Skills development and career progression • Safe, inclusive, and supportive work environment 	<ul style="list-style-type: none"> • Employee feedback channels and engagement initiatives • Competitive compensation and benefits programs aligned with market benchmarks and performance outcomes • Training and development programs aligned with business needs • Programs supporting well-being, performance, and recognition
Players and Customers	<ul style="list-style-type: none"> • Fair, secure, and enjoyable entertainment experiences • Protection of personal data and privacy • Accessible customer support and responsible gaming safeguards 	<ul style="list-style-type: none"> • Continuous platform improvement and security enhancements • Responsible gaming and player protection measures • Dedicated customer service teams and transparent communications
Business Partners and Service Providers	<ul style="list-style-type: none"> • Stable and transparent commercial relationships • Fair procurement processes and timely payments • Alignment with ethical and operational standards 	<ul style="list-style-type: none"> • Vendor accreditation and performance monitoring • Regular coordination and contract reviews • Clear expectations on compliance and responsible conduct
Local Communities	<ul style="list-style-type: none"> • Positive economic and social contributions • Responsible management of environmental and social impacts • Support for education, health, and community resilience 	<ul style="list-style-type: none"> • Community engagement and dialogue • Partnerships with national and local institutions • CSR programs implemented through DigiPlus Foundation
Media	<ul style="list-style-type: none"> • Accurate, timely, and transparent information • Access to credible sources and official statements 	<ul style="list-style-type: none"> • Proactive media engagement and press briefings • Prompt response to inquiries and issues • Use of official platforms for consistent messaging

Small Steps, Big Change: Multipliers Level Up for Good

In 2025, DigiPlus launched Level Up for Good, our first internal sustainability campaign. Rooted in our values, it makes sustainability personal, practical, and rewarding through small actions that add up over time.

Through quarterly challenges, quick tips, and employee stories, the campaign builds awareness, engagement, and ownership—celebrating Multipliers who lead by example in and beyond the workplace. It began with the #SustainableLifestyleChallenge, showing that sustainable living can be simple and inspiring.

By embedding these practices into daily behavior, Level Up for Good strengthens a culture of sustainability—bringing our commitment to Entertainment for Good to life from within.



Sustainability Governance

Effective sustainability governance is essential to long-term value creation, ensuring that ESG considerations are embedded into strategy, decision-making, and risk management. At DigiPlus, sustainability leadership follows a structured approach which supports sustainable value creation for our business, stakeholders, and communities.

The Board through the Corporate Governance Committee oversees the development and implementation of governance principles and policies, including the management of sustainability-related risks and opportunities, including climate, as well as other ESG matters. Its key responsibilities include guiding the assessment of dependencies, impacts, risks, and opportunities, overseeing sustainability reporting, approving relevant policies and commitments, and monitoring compliance with regulatory requirements.

At the management level, the Investor Relations, Corporate Communications, and Sustainability Department (IRCCS) drives the Company's overall ESG strategy and execution working closely with key departments to embed sustainability into the Group's governance framework, risk management, and business practices. Management is responsible for assessing and managing ESG-related matters, setting sustainability policies and processes, aligning ESG priorities with long-term strategy, and overseeing reporting processes.

Reporting under IRCCS, the Sustainability Team drives initiatives, coordinates implementation with business units, and tracks and communicates performance.

Across the organization, business units integrate sustainability into daily operations by delivering initiatives, managing impacts, and identifying opportunities to strengthen ESG performance.

Sustainability Governance Structure

Oversight and accountability

The Corporate Governance Committee provides Board-level oversight and accountability for governance principles, sustainability-related risks and opportunities, ensuring accountability and alignment with long-term value creation.

Strategy development and ESG integration

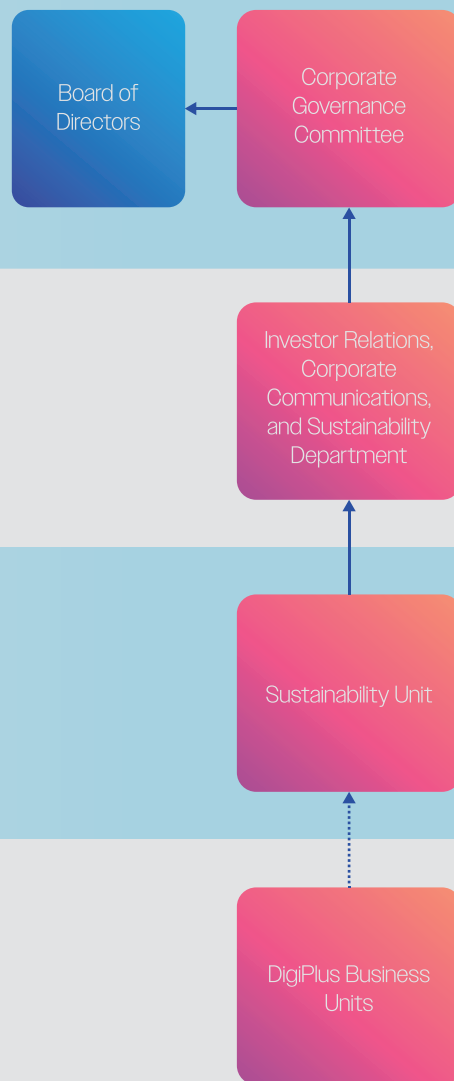
IRCCS leads in the development of strategies and works closely with key departments to integrate sustainability into governance, risk management, and business practices.

Operational execution

The Sustainability Unit/Team translates the sustainability strategy and direction into action through coordinated implementation, monitoring, and communication of performance.

Performance and impact management

DigiPlus Business Units integrates sustainability into daily operations by delivering, assessing, and managing impacts, as well as identifying improvement opportunities to strengthen ESG performance.



Our ESG Pillars

DigiPlus takes a strategic and integrated approach to sustainability, embedding it into decision-making, operations, and future outlook to drive long-term value creation.



Sustainability Framework

The Company's Sustainability Framework comprises its ESG pillars, and was developed following a materiality assessment of the Company's actual and potential impacts. The framework is shaped by stakeholder inputs and aligned with DigiPlus' renewed vision, mission, values, and long-term strategy, ensuring that our sustainability priorities address what matters most to our business and stakeholders.

By upholding responsibility and care across six strategic and interconnected pillars, namely Good Governance, Customer Experience, Responsible Gaming, Employees and Workplace, Economic Impact, and Climate Risk Management, DigiPlus is able to proactively manage risks, pursue opportunities, adapt to changing landscapes, engage stakeholders, and deliver long-term value for our shareholders.

ESG Pillar

Why this is important

Our current practice at a glance



Good Governance

Strong governance underpins DigiPlus' license to operate in a highly regulated industry. It ensures compliance with laws and gaming regulations, safeguards shareholder value, manages ethical risks, and reinforces investor and stakeholder confidence in the Company's long-term sustainability.

We uphold integrity, accountability, and transparency across all levels of leadership and operations. This pillar encompasses the structure and activities of our highest governance body, as well as our practices related to corporate governance, internal audit, business ethics, compliance, and risk management.

- Learn more on pages 36-59



Customer Experience

Customer experience is central to DigiPlus' competitiveness and revenue generation. Safe, seamless, and engaging platforms drive customer trust, retention, and brand loyalty in a digital-first gaming environment, while also supporting responsible and compliant operations.

We continuously enhance customer experience, satisfaction, and trust by leveraging technology and delivering responsive customer training and support services.

- Learn more on pages 60-65



Responsible Gaming

Responsible gaming is critical to protecting players, meeting regulatory expectations, and maintaining public trust. Effective safeguards help prevent problem gambling, reduce social harm, and ensure the long-term sustainability of DigiPlus' gaming ecosystem.

We champion safe and informed gaming experience in the industry through proactive campaigns, innovative tools, as well as strategic partnerships and engagement with organizations and regulators designed to prevent and reduce the risks associated with problem gambling.

Going beyond compliance, we demonstrate our pioneering and unwavering commitment to minimizing gaming-related harm and promoting player well-being through programs in education, prevention, intervention, and collaboration.

- Learn more on pages 66-75

ESG Pillar

Why this is important

Our current practice at a glance



Employees and Workplace

DigiPlus' people are essential to innovation, operational excellence, and service quality. A safe, inclusive, and engaging workplace enables the Company to attract and retain skilled talent, manage operational risks, and sustain performance in a fast-evolving digital industry.

We foster a diverse, inclusive, and empowering work environment where employees thrive and and perform their best.

- Learn more on pages 76-82



Economic Impact

DigiPlus contributes to economic growth through employment, tax payments, local procurement, and community investments. Strong economic performance supports shareholder returns, government revenues, and broader societal development.

We contribute, directly and indirectly, to national and local development through business growth and community investment initiatives.

- Learn more on pages 83-89



Climate Risk Management

Climate-related risks can affect business continuity, infrastructure resilience, operational costs, and regulatory compliance. Proactive climate risk management strengthens DigiPlus' ability to adapt to physical and transition risks while aligning with evolving investor and regulatory expectations.

We are deepening our understanding of climate-related risks to support long-term resilience and effective risk management. We focus on assessing our exposure to physical and transition risks, while advancing energy efficiency and GHG management across our operations. Through this evolving approach, we aim to further embed climate considerations into strategic planning and decision-making, supporting regulatory readiness and operational business continuity.

- Learn more on pages 90-94

GOOD GOVERNANCE

Golden Milestone: Leading with Excellence in Corporate Governance

DigiPlus reached a defining milestone in its governance journey, earning its first-ever Golden Arrow Award from the Institute of Corporate Directors (ICD), the Philippines' Domestic Ranking Body for the ASEAN Corporate Governance Scorecard (ACGS). Conferred on October 23, the recognition affirms our commitment to delivering Entertainment for Good through responsible business practices grounded in excellence, transparency, and accountability.

We received a 2-Golden Arrow distinction, one of five levels granted to publicly-listed companies that demonstrate outstanding corporate governance performance. The Golden Arrow is among the country's most

respected corporate honors, awarded to companies that achieve a qualifying score in the rigorous ACGS assessment. The scorecard evaluates 193 indicators based on publicly available disclosures, measuring how effectively companies uphold shareholder rights, ensure equitable treatment, engage stakeholders, promote sustainability and resilience, maintain transparency, and strengthen board oversight.

This recognition reflects how we embed governance at the core of our operations. By adopting globally recognized reporting frameworks, including the Integrated Reporting Framework, SASB Standards, GRI Standards, and the TCFD Recommendations,

we continue to elevate the relevance, comprehensiveness, and quality of our disclosures. Through our Annual Integrated Report, published on our corporate website, we provide timely and accessible information on how we create long-term value while managing ESG priorities and climate-related risks.

As a pioneer in digital entertainment, we believe trust is built not only through innovation, but through principled leadership. This Golden Arrow marks an important step in our journey reinforcing our role as a responsible industry leader committed to integrity, sustainable growth, and meaningful impact.





Board of Directors



Eusebio H. Tanco

Chairman
76 years old

Date of First Appointment (as Director): July 2011
Length of Service: 14 years
Expertise: Strategic leadership, strategy, business management, industry expertise

Committees
 Chairman – Executive Committee
 Member – Nomination Committee

Academic Background
 BS Economics, Ateneo de Manila University, 1970
 MS Economics, London School of Economics and Political Science, 1973

Key Positions in Listed Companies
 As Director: Aslan Terminals Inc., STI Education Systems Holdings, Inc., and Philippine Racing Club Inc.

Key Positions in Other Companies
 As Director: PhilhealthCare Inc., Philippine Life Financial Assurance, STI Education Services Group, Inc., IACADEMY, Philippine School of Business Administration, Maestro Holdings Inc. (formerly STI Investments, Inc.), Eximious Holdings, Inc. (formerly Capital Managers & Advisors, STI West Negros University Inc.), Philippine First Insurance Co, Inc., Mactan Electric Company, International Hardwood & Veneer Corp., Cement Center Inc., United Coconut Chemicals, Inc., Manila Bay Spinning Mills, Inc., M. B. Paseo, Grow Vite, Inc., Biolim Holdings & Management Corp. (formerly Resoom Developers Inc.), First Optima Realty Corp., Marbay Homes Inc., Tantivy Holdings, Inc. (formerly Insurance Builders Inc.), Classic Finance, Inc., Bloom with Looms Logistics, Inc. (formerly STMI Logistics, Inc.), Total Consolidated Asset Management, Inc., Eujo Phils. Inc., Prime Power Holdings Corporation, Venture Securities, Inc., Philplans First, Inc., Prudent Resources, Inc., AB Leisure Exponent, Inc., First Cagayan Converge Data Center, Inc., LR Land Developers, Inc., LR Data Center and Solutions, Inc., AB Leisure Global, Inc. and Subsidiaries, Blue Chip Gaming and Leisure, Inc., Gold Coast Leisure and World Corporation, Total Gamezone Xtreme Incorporated, Prime Investment Korea Inc, Diginvest Holdings Inc., and Leisure and Media Plus Corporation



Tsui "Andy" Kin Ming

Executive Director
55 years old

Date of First Appointment (as Director): October 2021
Length of Service: 4.5 years
Expertise: Finance, accounting, industry expertise

Committee
 Member – Executive Committee

Academic Background
 BA Business Administration in Public Accounting, Baruch College, City University of New York, 1993
 MS Business Administration in Finance and Investment, Baruch College, City University of New York, 1996

Key Positions in Other Companies
 – None.



Rafael Jasper S. Vicencio

Executive Director
49 years old

Date of First Appointment (as Director): February 2022
Length of Service: 4 years
Expertise: Business management, industry expertise

Committee
 Member – Related Party Transaction Committee*

Academic Background
 BS Industrial Engineering minor in Chemical Engineering, De La Salle University, 1996
 Diploma in Corporate Finance, Ateneo Graduate School of Business, 2012

Key Positions in Other Companies
 As Director: AB Leisure Exponent, Inc., Alabang Number & Gaming Corporation, Allpoint Leisure Corporation, Alpha One Amusement & Recreation Corp., Big Time Gaming Corporation, Bingo Extravaganza, Inc., Bingo Gallery, Inc., Bingo Palace Corporation, Cebu Entertainment Gallery Inc., First Leisure & Game Co., Inc., Galleria Bingo Corp., Gamexperience Entertainment Corp., Grand Polaris Gaming Co., Inc., G-One Gaming & Technology Inc., Highland Gaming Corp., Iloilo Bingo Corp., Metro Gaming Entertainment Gallery Inc., One Bingo Pavilion, Inc., Rizal Gaming Corporation, SG Amusement and Recreation Corp., South Bingo Corporation, South Entertainment Gallery Inc., Topmost Gaming Corp., Topnotch Bingo Trend Inc., Worldwide Links Leisure and Gaming Corp., Bingo Dinero Corporation, Summit Bingo, Inc., Manila Bingo Corporation, Total Gamezone Xtreme Incorporated, Gamemaster Integrated Inc., DigiLive Inc., Leisure and Media Plus Corporation, Bingo Heaven Inc., Bingo Zone, Inc., and DigiPlus Foundation Inc.

*Mr. Vicencio became a member of the RPT Committee on February 17, 2026.



Willy N. Ocier
Non-Executive Director
69 years old

Date of First Appointment (as Director): July 1999
Length of Service: 26 years
Expertise: Business management, industry expertise

Academic Background
BA Economics, Ateneo de Manila University, 1997

Key Positions in Listed Companies
As Chairman: Belle Corporation, Pacific Online Systems Corporation, and APC Group, Inc.

Key Positions in Other Companies
As Director: Philippine Global Communications Inc., Premium Leisure & Amusement, Inc., Premium Leisure Corp., Highlands Prime, Inc., Tagaytay Midlands Golf Club, Inc., Tagaytay Highlands International Golf Club, Inc., The Spa and Lodge Inc., Total Gaming Technologies, Inc., Vantage Equities Inc., Toyota Corporation Batangas



Paul Joseph M. Garcia*
Independent Director

Date of First Appointment (as Director): January 1, 2026
Expertise: Investment management, financial advisory, financial technology (FinTech)

Committees
Member – Audit Committee

Academic Background
Bachelor of Arts major in Economics, San Beda University
Master of Science, Industrial Economics, University of Asia and the Pacific

Key Positions in Listed Companies
None

Key Positions in Other Companies
As Board of Trustee: University of Asia and the Pacific
As Independent Director: GPay PH (GrabPay) and RL Fund Management, Inc.
As Faculty Member: Asian Institute of Management-Washington Sycip Graduate School of Business

*Atty. Jose Raulito Paras, who was appointed to the Board of Directors on October 26, 2022, resigned for personal reasons effective January 1, 2026. He was succeeded by Mr. Paul Joseph M. Garcia.



Tommy Hu*
Executive Director

Date of First Appointment (as Director): February 17, 2026
Expertise: Business management, industry expertise

Committees
Chairman – Nomination Committee
Member - Executive Committee and Compensation Committee

Academic Background
Master's degree in Software Engineering, Huazhong University of Science and Technology

Key Positions in Other Companies
– None.

*Mr. Tang Yong, who was appointed to the Board on July 25, 2025, resigned for personal reasons effective February 17, 2026. He was succeeded by Mr. Tommy Hu.



Ramon Pancratio D. Dizon

Lead Independent Director
65 years old

Date of First Appointment (as Director): October 2022
Length of Service: 3.5 years
Expertise: Audit, risk management, corporate governance

Committees

Chairman – Audit Committee
Member – Corporate Governance Committee, Related Party Transaction Committee, and Board Risk Oversight Committee

Academic Background

BS Commerce major in Accounting, Polytechnic University of the Philippines, 1980
MS Business Management, Asian Institute of Management, 1988

Key Positions in Listed Companies

As Independent Director: PAL Holdings, Inc., MacroAsia Corporation, and Filinvest REIT Corporation

Key Positions in Other Companies

As Independent Director: Megalink, Inc. and Philippine School for Business Administration



Atty. Timoteo B. Aquino

Independent Director
62 years old

Date of First Appointment (as Director): July 2022
Length of Service: 4 years
Expertise: Commercial law, civil law

Committees

Chairman – Corporate Governance Committee, Related Party Transaction Committee, and Compensation Committee
Member – Audit Committee, Board Risk Oversight Committee, and Nomination Committee

Academic Background

AB Economics, San Beda University, 1984
Bachelor of Laws, San Beda College of Law, 1988

Key Positions in Other Companies

As Director: Dynamic Care Corporation
As Partner: Tagle-Chua & Aquino Law Firm



Arthur R. Tan

Independent Director
66 years old

Date of First Appointment (as Director): November 2024
Length of Service: 1.5 years
Expertise: Strategic leadership, global business management, technology

Committees

Chairman – Board Risk Oversight Committee
Member – Corporate Governance Committee, Compensation Committee

Academic Background

BS Electronics Communications Engineering, Mapua Institute of Technology, 1982
Advanced Management Program, Harvard Business School, 2013

Key Positions in Listed Companies

As Independent Director: SSI Group

Key Positions in Other Companies

As Independent Director: Lyceum of the Philippines University and FEU Institute of Technology

Meeting Attendance

Board meetings are scheduled prior to or at the beginning of the financial year to enable directors to plan their calendars accordingly and maximize their participation during meetings. Additional ad hoc meetings may be convened as necessary. This approach aligns with common practice among boards in developed markets.

All directors are expected to attend all regular and special meetings of the Board, unless prevented by a valid and duly justified reason. Failure to attend more than fifty percent (50%) of such meetings without justifiable cause may constitute a ground for disqualification from future elections, in accordance with applicable regulations and the Company's governance policies.

In 2025, the Board of Directors achieved an average attendance rate of 98%, significantly exceeding the SEC's minimum attendance requirement of fifty percent (50%). For the same period, the Independent Directors registered an average attendance rate of 95%, reflecting their continued commitment to fulfilling their oversight responsibilities.

Director	Annual Stockholders' Meeting	Meeting of the Board of Directors
Eusebio Tanco Chairman	1/1	13/13
Tsui "Andy" Kin Ming Executive Director	1/1	13/13
Rafael Jasper Vicencio Executive Director	1/1	13/13
Willy Ocier Non-executive Director	1/1	13/13
Renato Nuñez* Non-executive Director <small>*The term of Mr. Nuñez expired on July 24, 2025.</small>	-	7/7
Tang Yong* Non-executive Director <small>*Mr. Yong was only elected as director on July 25, 2025.</small>	1/1	6/6
Atty. Jose Raulito Paras Non-executive Director	1/1	12/13
Ramon Pancratio Dizon Lead Independent Director	1/1	13/13
Atty. Timoteo Aquino Independent Director	1/1	12/13
Arthur Tan Independent Director	1/1	12/13

CY 2025 Board Committees' Meeting Attendance

Director	NC	CC	AC	EC	CGCOM	BROC	RPTCOM
Eusebio Tanco Chairman	2/2 ○	-	-	1/1 □	-	-	-
Tsui "Andy" Kin Ming Executive Director	-	1/1 ○	-	1/1 ○	-	-	-
Rafael Jasper Vicencio Executive Director	1/1 ○	-	-	-	-	-	1/1 ○
Willy Ocier Non-executive Director	-	-	-	-	-	-	-
Renato Nuñez Non-executive Director	-	-	-	-	-	2/2 ○	-
Tang Yong Non-executive Director	1/1 □	-	-	1/1 ○	-	-	-
Atty. Jose Raulito Paras Non-executive Director	-	1/1 ○	9/9 ○	-	-	-	-
Ramon Pancratio Dizon Lead Independent Director	-	-	9/9 □	-	7/7 ○	3/3 ○	1/1 ○
Atty. Timoteo Aquino Independent Director	2/2 ○	1/1 □	9/9 ○	-	7/7 □	0/1 ○	1/1 □
Arthur Tan Independent Director	-	0/0 ○	-	-	7/7 ○	3/3 □	-

Board Committees

NC Nomination Committee
CC Compensation Committee
AC Audit Committee

EC Executive Committee
CGCOM Corporate Governance Committee
BROC Board Risk Oversight Committee

RPTCOM Related Party Transaction Committee
□ Chairman of the Committee
○ Member of the Committee

Officers and Management Team



Tommy Hu
Chief Executive Officer



Tsui "Andy" Kin Ming
President



Wilfredo Pielago
Chief Finance Officer



Rafael Jaspert Vicencio
President,
AB Leisure Exponent, Inc.



Atty. Kristine delos Reyes
Chief Legal and Compliance Officer



Rick Li
Chief Digital Officer



Aldwin Sagedao
Acting Chief Risk Officer



Atty. Carol Padilla
Corporate Secretary



Atty. Jellyn Clemente
Assistant Corporate Secretary



Celeste Jovenir
Vice President and Head,
Investor Relations, Corporate
Communications, and Sustainability



Erick Su
Head, ArenaPlus



Dennis Ryan Yaw
Head, Retail Offline Operations



Atty. Rosalyn Batay
Head, Internal Audit



Angela Camins-Wieneke
Executive Director, DigiPlus Foundation



Carlos Pio Feliciano
Director, Customer Service

For the full details of our officers and management team's profiles, visit our [corporate website](#).

Compliance with Corporate Governance Standards and Regulations

DigiPlus is in full compliance with the SEC Code of Corporate Governance, its [Revised Manual on Corporate Governance](#), and the PSE Disclosure Rules, which guide the Company in upholding high standards of governance, transparency, and accountability. The Company continues to strengthen its governance structure, policies, and systems in alignment with global best practices.

Reflecting this commitment, DigiPlus discloses key corporate governance practices in line with the ASEAN Corporate Governance Scorecard (ACGS), underscoring its focus on transparency and accountability.

Rights and Equitable Treatment of Shareholders

DigiPlus upholds and protects the fundamental rights of its shareholders by promoting fairness, transparency, and meaningful participation in corporate governance. The Company provides accessible mechanisms for shareholders to participate in and vote on key matters, ensures transparency in ownership and control, and maintains safeguards against abusive transactions and conflicts of interest.

The Board of Directors acts on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company and all its shareholders. Directors are guided by their fiduciary duties of loyalty and care and ensure that decisions are made independently and free from undue influence.

Basic Shareholder Rights

Under its Dividend Policy, the Company declares and pays annual dividends in an equitable and timely manner, subject to the availability of unrestricted retained earnings in accordance with the guidelines of the SEC. All shareholders are treated equally, and dividends are distributed within 30 days from declaration and approval, taking into consideration the interest of the shareholders, the Company's debt covenants, and the requirements dictated by working capital, expansion plans, capital expenditures, and debt servicing.

On March 7, 2025, the Board approved the declaration of a cash dividend of ₱0.86 per outstanding common share, which was paid on April 4, 2025 to stockholders of record as of March 24, 2025. This reflects the Company's commitment to safeguarding shareholders' right to a fair return on investment.

Protection against Conflicts of Interest and Abusive Transactions

The Board ensures equitable treatment of all shareholders, including minority shareholders. Directors are required to prioritize the interests of the Company and all shareholders over personal, controlling shareholder, or other stakeholder interests. The Company's [Conflict of Interest Policy](#) is published on the website.

All Related Party Transactions (RPTs) are reviewed and approved in accordance with the [Company's RPT Policy](#). Material RPTs are conducted at arm's length, on normal commercial terms, and under conditions that protect shareholder interests. The Company enforces internal controls to identify, disclose, and manage conflicts of interest, including requiring directors to abstain from discussions and decisions where they have a material interest.

RPTs requiring shareholder approval under applicable laws and regulations, as determined by the Board RPT Committee, are submitted to shareholders for consideration, with decisions encouraged from disinterested shareholders. The Board applies approval thresholds and independent review mechanisms to prevent abuse and self-dealing. No material RPTs occurred in 2025.

For mergers, acquisitions, or takeovers requiring shareholder approval, the Board appoints an independent party to assess transaction fairness. No such transactions occurred in 2025.

Transparency on Ownership and Control

The Company maintains transparency in its ownership and control structure. There are no shareholder agreements, voting trust agreements, or similar arrangements that materially affect control of DigiPlus. The Company also maintains an [Insider Trading Policy](#) to uphold market integrity and support fair treatment of shareholders.



Shareholder Participation and Voting

The Company promotes shareholder participation through the Annual Stockholders' Meeting (ASM) and timely disclosures through the corporate website, the Stock Exchange, and other official channels.

ASM Processes

The Company reinforces transparency, accountability, and equitable treatment in the ASM by ensuring timely disclosures, accessible meeting arrangements, and fair voting procedures.

Notice and agenda

- The Notice of ASM, detailed agenda, and explanatory circulars are released and announced to the Stock Exchange at least 28 days prior to the meeting.
- The Notice is fully worded in English, and includes the rationale for each agenda item requiring shareholder approval.
- The accompanying Information Statement contains, among others, the profiles of directors seeking election or re-election including age, qualifications, date of first appointment, experience, and other listed company directorships. Auditors seeking appointment or re-appointment are also clearly identified. It also outlines voting rights attached to the Company's sole class of shares.
- Proxy documents are readily available.
- Each resolution covers only one agenda item, with no bundling of multiple matters.

Voting procedures

- Voting procedures are disclosed prior to the meeting.
- Voting in absentia is allowed under the amended By-Laws.
- All resolutions are decided by poll rather than by show of hands.

Shareholder participation and engagement

- The ASM is conducted in a hybrid format, allowing shareholders to participate remotely.
- Shareholders are given the opportunity to ask questions, which are recorded in the minutes together with the corresponding responses.
- Shareholders may propose agenda items or request special meetings, subject to a certain percentage, although no such requests have been made to date.
- The Company encourages engagement with shareholders, including institutional investors, beyond the ASM by contacting its Investor Relations Unit (page 48).

Director nomination and election

- The Company maintains a formal and transparent nomination and election process that allows shareholders, including minority shareholders, to nominate candidates to the Board. Led by the Board Nomination Committee, the process includes objective criteria for assessing qualifications, independence, and fitness to serve.
- Directors are elected individually to promote accountability and transparency.

Disclosure of results and attendance

- Detailed voting results, including approving, dissenting, and abstaining votes for each agenda item, are disclosed.
- Attendance of directors and the CEO is disclosed.
- Results are reported to the PSE immediately after the meeting, and the minutes are posted on the Company website within five (5) days in compliance with SEC requirements.



Sustainability and Resilience

DigiPlus' governance framework is designed to promote long-term success and sustainable value creation for shareholders and stakeholders. The Company's corporate governance practices are aligned with the organization's strategic objectives and reinforce responsible, ethical, and transparent business conduct.

The Board of Directors plays an active role in overseeing the development and execution of the Company's corporate strategy, ensuring that performance is regularly monitored to support long-term viability, resilience, and sustainable growth. Integral to this oversight is the establishment of a robust Enterprise Risk Management (ERM) framework, which enables DigiPlus to identify, assess, monitor, and manage key risks across its operations. Risk management policies and procedures are reviewed periodically to maintain their relevance and effectiveness in a dynamic operating environment.

The Board approves the Company's risk appetite and risk tolerance levels and ensures that risk exposures are managed within acceptable parameters. Through disciplined risk oversight and strong governance structures, the Company strengthens its ability to navigate uncertainties while safeguarding stakeholder value.

Recognizing that sustainability is fundamental to long-term resilience, DigiPlus discloses material non-financial and sustainability matters, including ESG issues that are integral to its strategy and operations. Guided by a structured materiality assessment and active stakeholder engagement processes, DigiPlus presents sustainability-related disclosures in a reliable, comprehensive, and context-driven manner. These disclosures are designed to provide stakeholders and sustainability-focused investors with meaningful information to support informed investment and voting decisions.

Building on this governance and risk foundation, the Company implements the following key sustainability initiatives:

Promoting transparency through sustainability reporting informed by materiality assessment and stakeholder engagement

- Adopts internationally recognized sustainability reporting frameworks and standards (page 2)
- Ensures that the Integrated Report is reviewed and approved by the Board (page 2)
- Reports on ESG topics, including climate-related risks and opportunities, that are material to the Company's long-term strategy and business direction (pages 33–94)
- Engages internal and external stakeholders through various channels to exchange views and obtain feedback on sustainability matters that are relevant and important to the business (pages 30–31)

Leading with integrity through a Board-level Committee-led sustainability management system and robust corporate governance

- Maintains a dedicated Sustainability Unit under the IRCCS Department, reporting directly to the CEO and overseen by the Corporate Governance Committee (CGCOM), the Board-level body responsible for oversight of sustainability-related risks and opportunities, as well as ESG matters (page 32)
- Upholds policies and executes leading practices relating to:
 - Management of relevant environmental, economic, and social impacts (pages 33–94)
 - RPT policy (page 44)
 - Anti-corruption and ethical conduct (page 49)
 - Protection of customer welfare through responsible gaming initiatives (pages 66–75)
 - Employee training and development (page 79)
 - Performance-aligned compensation (page 80)
 - Employee health and safety (page 82)
 - Supplier and contractor selection (page 86)
 - Community development initiatives through the programs of DigiPlus Foundation (pages 87–89)
 - An environmentally responsible value chain (pages 90–93)

Strengthening trust through grievance and whistleblowing mechanisms

- Implements a [Whistleblowing Policy](#) that outlines procedures for addressing alleged illegal or unethical conduct and provides protection against retaliation for whistleblowers (page 55)
- Provides accessible communication channels through the Company website, this report, and its social media platforms for stakeholders to raise concerns, submit feedback, or report complaints (pages 2 and 55)

Disclosure and Transparency

DigiPlus upholds transparency, accountability, and integrity in all its disclosures to shareholders and stakeholders. In line with regulatory requirements and global best practices, the Company has established corporate disclosure policies and procedures designed to ensure the reliability, completeness, and accessibility of material information.

The Board of Directors ensures that reports to shareholders and stakeholders are comprehensive, accurate, reliable, and timely, providing a fair and balanced view of the Company's financial condition, operating results, governance, and sustainability practices, and strategic direction. The Company complies with all applicable disclosure requirements of the SEC, PSE, and other relevant regulators.

To promote transparency and prevent insider trading, Directors and key officers are required to disclose their

dealings in the Company's shares in accordance with regulatory requirements. The Company ensures the timely reporting of such transactions and implements internal controls to safeguard material non-public information.

In addition, the Company reports material RPTs in the Annual Corporate Governance Report, detailing the nature, value, and approval process applied. This ensures that such transactions are conducted at arm's length and in the best interest of the Company and its shareholders.

To reinforce accessibility and transparency, the Company's corporate governance policies, committee charters, and related governance documents are publicly available on the Company's official website.

Transparent Ownership Structure

The Company maintains transparency in its ownership structure. Its Statement of Beneficial Ownership provides information on beneficial owners holding five percent (5%) or more of the Company's outstanding shares, while the Public Ownership Report discloses the direct and indirect (deemed) shareholdings of major or substantial shareholders, Directors, and senior management. The Company's ownership and operating structure as of fiscal year-end 2025 is presented on page 9.

The Company's corporate structure likewise provides details of its parent or holding company, subsidiaries, associates, joint ventures, and special purpose entities or vehicles. These reports are readily accessible through the Company's [corporate website](#).

Quality of the Annual Report

The Company is committed to producing a high-quality [Annual Report \(SEC Form 17-A\)](#) that provides shareholders with a clear, comprehensive, and balanced assessment of its performance, governance, and future outlook.

The Annual Report, which is available on the corporate website, includes, among others:

- Corporate objectives
- Financial performance indicators
- Non-financial performance indicators
- Dividend policy
- Biographical details of all Directors

The Annual Report also contains the audited Annual Financial Statements (AFS) of the Company, which are released within 120 days from the financial year-end. The Board of Directors and senior leadership affirm that the audited AFS fairly present, in all material respects, the financial position, results of operations, and cash flows of the Company in accordance with applicable financial reporting standards.

Executive Compensation

The Company's Annual Report provides detailed disclosure on the per diem fees of Directors and the aggregate remuneration of key executives. DigiPlus also maintains a standalone [Policy on Remuneration of Directors](#), which applies to non-executive directors and supports good governance by promoting transparency and helping prevent potential conflicts of interest.

External Audit Fees and Services

In 2025, the aggregate fees billed and paid by DigiPlus to its external auditor, Isla Lipana & Co., for audit and audit-related services amounted to ₱9,480,000, covering services rendered for the Company and its subsidiaries.

No tax fees or other non-audit fees were billed or paid to the external auditor during the year. DigiPlus did not avail of any non-audit services from its external auditor; accordingly, non-audit fees did not exceed audit fees, reinforcing the independence of the external audit function.

The audit plan of the external auditor is submitted to the Audit Committee for review. The Board of Directors, upon recommendation of the Audit Committee, endorses the appointment of the external auditor to the stockholders.

Further details on the Company's independent auditor and related disclosures are provided in the Company's SEC Form 17-A Annual Report.

Medium of Communications

The Company maximizes opportunities to communicate its performance, strategic developments, and material disclosures to stakeholders through quarterly reports, disclosures posted on the corporate website, media briefings/press conferences, and regulatory filings.

Feedback and insights gathered from these engagement activities are considered by Management to support continuous improvement in governance, strategy, and stakeholder relations.

Company Website

DigiPlus' official corporate website is <https://www.digiplus.com.ph>. The website serves as a primary platform for timely and accessible disclosure. It contains, among others, copies of the Company's latest quarterly and annual financial statements, materials presented during analyst and media briefings, downloadable Annual Reports, notices and minutes of the ASM, and the Company's constitutional documents, including its By-Laws and Articles of Incorporation.

Investor Relations

The Company's Investor Relations Unit, headed by Celeste Jovenir, welcomes inquiries, dialogue, and correspondence from all shareholders and stakeholders. The Investor Relations team facilitates transparent and consistent communication with the investment community and may be contacted via investorrelations@digiplus.com.ph.



Responsibilities of the Board

The Board of Directors is responsible for providing strategic direction and exercising effective oversight over the Company's governance, risk management, and internal control systems to ensure the long-term sustainability and integrity of the business. In fulfilling this mandate, the Board establishes a robust governance framework, promotes ethical conduct, safeguards stakeholder interests, and ensures compliance with applicable laws and regulatory requirements.

Through clearly defined structures, independent oversight, and regular performance evaluation, the Board upholds accountability, transparency, and sound corporate stewardship across the organization.

Board Duties and Responsibilities

The Board clearly defines and upholds its fiduciary duties of care and loyalty as set out in the Company's Revised Manual on Corporate Governance, which serves as a guide for directors in discharging their functions.

Directors act on a fully informed basis, in good faith, with due diligence and in the best interests of the Company and all shareholders. The Board oversees and approves corporate strategy, business plans, annual budgets, major investments, acquisitions and divestitures, and enterprise-wide risk management policies. It monitors implementation and corporate performance to ensure long-term viability and value creation.

Corporate Vision and Mission

The Company maintains an updated Vision and Mission that guide strategic priorities and decision-making. In 2025, DigiPlus refreshed its corporate direction, anchored on its Vision—"We are transforming the world of entertainment for good."—and its Mission—"We create the most innovative and enjoyable entertainment experiences powered by cutting-edge technology and localized products for different cultures."

The Board plays a leading role in the development of the Company's Vision and Mission as well as the periodic review of corporate strategy, working with Executive Directors and senior leadership. The Company's governance framework provides that the Board oversees the development of and approves business objectives and strategy, and monitors their implementation to support long-term viability. In line with this, the refreshed corporate Vision and Mission were presented to and approved by the Board.

The Board regularly reviews major plans of action, sets performance objectives, monitors implementation and corporate performance, and oversees major capital expenditures, acquisitions, and divestitures to ensure alignment with the Company's long-term goals.

Code of Business Conduct and Ethics

The Board promotes a culture of integrity and ethical conduct across the organization. DigiPlus has adopted and publicly disclosed a **Code of Business Conduct and Ethics** that sets clear standards for professional and ethical behavior applicable to directors, officers, and employees.

The Company's Corporate Governance Manual provides that the Code shall be properly disseminated throughout the organization, with the Board ensuring its effective implementation and monitoring of compliance. The Code establishes the Company's anti-corruption standards and reinforces the Board's commitment to preventing and addressing corrupt practices, including bribery, fraud, extortion, collusion, conflicts of interest, and money laundering.

These standards are supported through employee awareness initiatives and training programs that help embed ethical conduct into the Company's culture.

To support enforcement and accountability, DigiPlus maintains internal controls and communication channels that allow stakeholders to raise concerns without fear of retaliation. This includes the **Company's Whistleblowing Policy** and Procedures, which provides a mechanism for reporting misconduct, illegal acts, or failures to act outside of normal management channels. The policy forms part of the Company's internal control framework and reinforces its commitment to transparency, accountability, and integrity.





Board Structure and Composition

The Board includes Independent Directors who exercise objective and independent judgment on corporate affairs consistent with governance standards. The Company's Corporate Governance Manual highlights the role of non-executive and independent directors in ensuring appropriate checks and balances and preventing undue concentration of decision-making.

On Independent Director tenure, the Company aligns with SEC requirements and related governance rules providing for a maximum cumulative term limit of nine (9) years for Independent Directors.

People on the Board

DigiPlus is led by a competent and actively engaged Board of Directors that promotes the Company's long-term success, competitiveness, and profitability in line with its corporate objectives and the interests of shareholders and stakeholders.

The Company recognizes that diversity enhances decision-making, reduces groupthink, and supports sound governance.

The Board is composed of directors with diverse expertise, industry knowledge, leadership experience, and strategic insight relevant to the Company's sector. Its composition is regularly reviewed to ensure an appropriate balance of competence, experience, and independence, enabling the Board to respond effectively to evolving business conditions and strategic priorities.

The roles of Chairman and Chief Executive Officer are held by separate individuals with clearly defined responsibilities under the Board Charter. This structure promotes accountability, balanced authority, and independent decision-making.

A majority of the Board consists of non-executive directors, including independent directors, ensuring objective judgment in corporate affairs and strengthening checks and balances in decision-making. DigiPlus maintains a **Board Diversity Policy** that promotes diversity in gender, age, ethnicity, culture, skills, knowledge, and professional experience.

Mr. Eusebio Tanco serves as Chairman of the Board, while Mr. Tommy Hu is the Chief Executive Officer. The Chairman leads the Board in focusing on strategy, governance, and risk oversight, facilitates constructive dialogue, and ensures directors receive accurate and timely information. The Chairman also oversees the annual Board performance evaluation process.

Further details on the duties and responsibilities of the Chairman are outlined in the Company's Manual of Corporate Governance and By-Laws.

Lead Independent Director

The Board has appointed Mr. Ramon Pancratio Dizon as Lead Independent Director. In this role, he serves as a channel of communication for shareholders, stakeholders, and directors on matters that may involve potential conflicts of interest.

The Lead Independent Director also strengthens independent oversight and, when necessary, acts as an intermediary between non-executive directors and Management. His roles and responsibilities are defined in the Company's governance documents.

Skills and Competencies

The Board is comprised of a sufficient mix of directors with relevant knowledge, independence, competence, industry experience, and diversity of perspectives generating effective challenge, discussion and objective decision-making in alignment with the Company's purpose, long-term strategy and relevant stakeholders.

The profile of the Board of Directors, including their industry experience, are shown on pages 38-40 and on our corporate website.

Board Committees

The Board Charter formalizes the Board's roles, responsibilities, and accountabilities and is publicly available on the Company's website. To enhance oversight efficiency, the Board has established specialized committees which operate under a publicly disclosed Charter outlining its individual composition, authority, and responsibilities.

Nomination Committee (NC)

The Nomination Committee identifies and recommends qualified candidates for election as directors at the next annual meeting of shareholders. It is composed of at least three (3) Board members, including one Independent Director who serves as Chairman. The Committee's Charter is available through this [link](#).

The NC met twice in 2025. Refer to pages 38-41 for details on its composition and meeting attendance.

Compensation Committee (CC)

The Compensation Committee establishes guidelines for determining the compensation and remuneration of the Board, key officers, and senior management. It is composed of at least three (3) Board members, one of whom is an Independent Director who serves as Chairman. The Committee's Charter is accessible [here](#).

The CC met once in 2025. Its composition and meeting attendance are provided on pages 38-41.

Audit Committee (AC)

The Audit Committee oversees the integrity of the Company's financial reporting process, system of internal controls, and internal and external audit functions. It also recommends the appointment and removal of the external auditor and monitors compliance with applicable laws and regulations.

The Committee is composed of at least three (3) appropriately qualified non-executive Board members with accounting and finance backgrounds. A majority of its members, including the Chairman, are Independent Directors. The Chairman of the Audit Committee does not serve as Chairman of the Board or of any other committee. All members possess relevant background, knowledge, skills, and/or experience in accounting, auditing, and/or finance, and have an adequate understanding of the Company's financial management system and operating environment. Its Charter may be accessed through this [link](#).

The AC met nine (9) times in 2025, including one executive session with the Company's external auditor. It also conducts regular meetings with the Head of Internal Audit. See pages 38-41 for details on its composition and meeting attendance.

Executive Committee (EC)

The Executive Committee exercises delegated authority to manage the business and affairs of the Company when the Board is not in session, subject to limitations under law and matters reserved for the Board and/or stockholders.

It is composed of at least three (3) members, including the President. Members possess sufficient understanding of the Company's operations, enterprise risks, and operating environment. The Committee's Charter is available [here](#).

The EC met once in 2025. Refer to pages 38-41 for its composition and meeting attendance.

Corporate Governance Committee (CGCOM)

The Corporate Governance Committee advises the Board on matters relating to Board composition, procedures, and committee structures. It develops and recommends corporate governance guidelines to the CEO and the Board and monitors compliance with these guidelines.

The CGCOM also oversees the establishment and implementation of the Company's ESG management framework, including climate-related risks and opportunities, as well as emerging sustainability matters that may significantly impact the Company's reputation and its ability to operate responsibly as a good corporate citizen.

The Committee is composed of at least three (3) Board members, all of whom are Independent Directors, including the Chairman. Its Charter may be accessed [here](#).

The CGCOM met seven (7) times in 2025. Its composition and meeting attendance are detailed on pages 38-41.

Board Risk Oversight Committee (BROC)

The Board Risk Oversight Committee assists the Board in overseeing financial and non-financial risk exposures faced by the Company, including the assessment, monitoring, and control of such risks.

It is composed of at least three (3) members with diverse backgrounds, including one Independent Director and another member with risk management certification or relevant experience. The Committee's Charter is available [here](#).

The BROC met three (3) times in 2025. See pages 38-41 for details on its composition and meeting attendance.

Related Party Transaction Committee (RPTCOM)

The Related Party Transaction Committee reviews all material related party transactions of the Company.

It is composed of at least three (3) appropriately qualified non-executive directors, two (2) of whom are Independent Directors, including the Chairman. Its Charter may be accessed [here](#).

The RPTCOM met once in 2025. Refer to pages 38-41 for its composition and meeting attendance.

Access to Information

Board papers and meeting materials are provided to the Board at least five business days prior to scheduled meetings to allow sufficient time for review and informed deliberation.

Atty. Carol Padilla serves as the Company's Corporate Secretary and plays an important role in supporting the Board in the effective discharge of its responsibilities. She is a legal professional with extensive experience in corporate governance, regulatory compliance, and corporate affairs. She ensures compliance with governance and regulatory requirements, facilitates communication between the Board and Management, and assists in the proper conduct and documentation of Board and committee meetings.

Board Appointments and Re-election

DigiPlus maintains a formal, transparent nomination and election policy that governs the identification, screening, and evaluation of Board candidates. The policy ensures merit-based selection aligned with the Company's strategic direction and governance standards.

The Board evaluates nominees based on qualifications, industry knowledge, independence, integrity, availability, and ability to contribute to effective Board deliberations. Minority shareholders are provided avenues to nominate candidates in accordance with established procedures.

Remuneration Matters

The Board aligns the remuneration of directors and key officers with the Company's long-term interests and performance objectives. A formal remuneration policy establishes a clear relationship between pay and performance, incorporating both financial and non-financial metrics.

DigiPlus also adopts a standalone [Policy on Remuneration of Directors](#) applicable to non-executive directors, reinforcing good governance through enhanced transparency and mitigating potential conflicts of interest.

Directors do not participate in deliberations concerning their own compensation. Compensation structures are designed to promote prudent risk-taking, long-term value creation, and fairness, while remaining competitive to attract and retain qualified individuals.

Remuneration for control function heads (e.g., Risk, Compliance, and Internal Audit) is structured to preserve independence from business line performance.

Directors' Development and Continuing Education

The Company provides structured orientation and continuing education programs for directors in accordance with its Board Charter and Manual on Corporate Governance.

All newly elected directors undergo a comprehensive onboarding program covering regulatory requirements, corporate governance principles, the Company's business model, Articles of Incorporation, Code of Conduct, and key strategic priorities.

Directors also participate in annual continuing training programs to remain informed of developments in governance, risk management, sustainability, regulatory updates, emerging risks, and industry trends. These programs support the Board's continuing qualification and effective performance of its duties.

Board, Director, and Committee Appraisal

The Board conducts an annual self-assessment covering the performance of the Board as a whole, its committees, the Chairman, and individual directors. At least once every three years, the evaluation process is supported by an external facilitator to enhance objectivity.

For the evaluation cycle covering calendar year 2024, which was concluded in 2025, the Board engaged the Institute of Corporate Directors (ICD) as an independent third-party evaluator.

The Corporate Governance Committee oversees the evaluation process, and results are used to strengthen governance practices, training initiatives, and succession planning.

Internal Audit

DigiPlus maintains an independent Internal Audit (IA) function that provides objective assurance and advisory services to strengthen internal controls, risk management, and governance processes. Guided by a risk-based audit strategy, IA focuses on enhancing stakeholder value, strengthening governance, risk management, and controls, fostering innovation and adaptability, driving excellence through collaboration and communication with stakeholders, and supporting continuous improvement through capability development and adherence to best practices and the Global Internal Audit Standards (GIAS).

Internal Audit conducts its work through a structured engagement process consisting of planning, fieldwork, reporting, and follow-through. This includes risk assessments, testing of controls and transactions, analytical procedures, reporting of audit findings, and monitoring the implementation of corrective actions to ensure timely resolution of identified issues.

The scope of IA's work covers site audits of retail operations, financial and cash management audits, fraud and special investigations, regulatory and compliance reviews, process and operational audits across business and support units, as well as IT general controls and information security audits. These activities help strengthen operational efficiency, safeguard company assets, and ensure adherence to regulatory and governance standards.

The Internal Audit function is headed by Atty. Rosalyn Bata, a Certified Public Accountant and lawyer with extensive experience in audit, accounting, finance, banking, tax, and law. She brings expertise in risk-based auditing, compliance, financial analysis, internal controls, and operational and financial risk management to support the Company's continued growth and strong governance framework.

The appointment and removal of the Head of Internal Audit are subject to the approval of the Audit Committee.

Risk Oversight

The Board Risk Oversight Committee assists the Board in overseeing the Company's key risk exposures, including those related to information technology such as system disruption, cybersecurity, and disaster recovery. It oversees the assessment, monitoring, and management of these risks and ensures that they are effectively integrated into the Company's enterprise risk management framework. See pages 56-59 for the full discussion on the Company's enterprise risk management.

Money Laundering and Terrorism Financing Prevention

DigiPlus upholds a zero-tolerance stance against money laundering and terrorism financing. The Company maintains a robust governance framework, risk-based controls, and enterprise-wide training to safeguard its operations, protect stakeholders, and help preserve the integrity of the financial system.

Governance and Oversight

The Board of Directors retains ultimate accountability for compliance with the Anti-Money Laundering Act (AMLA), its implementing rules, and directives of both the Anti-Money Laundering Council (AMLC) and PAGCOR. The Board approves all Anti-Money Laundering and Terrorism Financing (AML/CTF) policies and programs and ensures that the Company's operations are not used for illicit financial activities.

Oversight is structured as follows:

- Board of Directors – Ultimate oversight and policy approval
- Audit Committee – Receives reports from internal and external auditors
- AML Committee – Composed of senior leaders across key functions, oversees implementation and continuous improvement of the Money Laundering and Terrorism Financing Prevention Program (MTPP), monitors internal controls, reviews suspicious transaction assessments, and reports material matters to the Board
- AML Compliance Office – Manages day-to-day compliance operations, reports on AML/CTF implementation and risk exposure, executes risk monitoring, regulatory reporting, and program implementation with full access to Company records
- HR Department – Supports the program through recruitment of qualified officers, enabling mandatory training, and documentation of compliance

Our Policy and Practices

DigiPlus implements a comprehensive policy on Money Laundering and Terrorism Financing Prevention Program (MTPP) aligned with applicable regulatory standards. The MTPP applies across the organization, covering directors, officers, employees, sites, and third-party service providers.

Core components of the MTPP include risk-based governance and internal controls, customer due diligence (CDD) and enhanced due diligence (EDD), Know-Your-Customer (KYC) protocols, including electronic processing, ongoing transaction monitoring, suspicious transaction reporting, targeted financial sanctions screening, record digitization and secure documentation, and employee capability building. By embedding these safeguards into our operational processes, the Company is able to:

- Identify and mitigate financial crime risks at an early stage
- Reduce financial, regulatory, and reputational exposure
- Reinforce a culture of compliance and risk awareness
- Strengthen resilience against evolving illicit financing typologies

AMLA compliance is therefore regarded as an enabler of sustainable long-term value beyond just a regulatory requirement. DigiPlus continuously enhances its policy and practices to protect the integrity of its platforms and financial ecosystem.

Core Training Modules

DigiPlus continues to strengthen its compliance culture through regular AML/CTF training programs for employees. The training provides a structured understanding of Philippine AML/CTF laws, the stages of money laundering, terrorism financing typologies, and the responsibilities of covered institutions, including regulatory reporting obligations.

The program also includes modules on Targeted Financial Sanctions, covering domestic and international sanctions frameworks, client and transaction screening procedures, and the reporting and blocking protocols involving sanctioned individuals or entities.

In 2025, a total of 2,726 employees completed AML/CTF training, representing a 79% increase in trained personnel compared with the previous year. This initiative supports the Company's commitment to strengthening regulatory compliance, risk awareness, and responsible business practices across the organization.



Information Security

DigiPlus continues to place strong emphasis on safeguarding its information and digital assets. The Company has implemented an Information Security Management System (ISMS) aligned with ISO/IEC 27001:2022, providing a structured framework to safeguard the confidentiality, integrity, and availability of information while supporting organizational growth.

The ISMS is currently assessed at Maturity Level 2 – “Almost Implemented,” reflecting that most required controls have been established across the following departments:

1. Information Security Department
2. Information Technology Department
3. Administration Department
4. Human Resource Department
5. Legal and Compliance Department
6. Data Privacy Office

Ongoing efforts focus on strengthening the integration of these controls into daily operations and enhancing documentation and evidence to demonstrate their effectiveness. DigiPlus is committed to achieving full compliance with ISO/IEC 27001:2022 organization-wide, extending beyond the six (6) departments, supported by ongoing investments in employee awareness, security technologies, and governance processes.

As part of this initiative, the Information Security Department has standardized key policies and procedures in line with ISO/IEC 27001:2022 requirements. These include the Information Security Committee Charter, Information Security Management System Manual, Acceptable Use Policy and Procedure, Information Security Risk Management Methodology, Incident Management Policy and Procedure, Cybersecurity Policy and Procedure, Information Security Compliance Policy and Procedure, and Third-Party Management Policy and Procedure, as well as the Company’s Business Continuity Policy.

The establishment of the Information Security Committee Charter further reinforces trust and transparency with management. Regular reporting covers achievements, objectives, document management, risk assessments, training and awareness programs, security incidents, internal and external audits, and independent security assessments.

In 2025, DigiPlus conducted its Annual Mandatory Security Awareness Training, with 2,584 employees completing the program—representing approximately 60% of the organization. This initiative strengthens employee awareness of cybersecurity risks, integrates security practices into daily operations, and enhances the Company’s overall security posture and stakeholder confidence.

Whistleblowing Program

DigiPlus maintains a Whistleblowing Policy and Program to strengthen integrity, transparency, and accountability across the organization.

The policy enables directors, officers, employees, and other associated individuals to report suspected misconduct, violations of company policies, fraud, or other irregularities. Employees are informed of the policy through the New Hire Orientation program and through the DigiPlus Wiki, where the Whistleblowing Policy and Procedures are published.

Reports may be submitted through several Business Integrity Channels to ensure accessibility and confidentiality. These include reporting via email, short messaging system (SMS), post mail, or direct reporting through face-to-face or management channels. Individuals may also raise concerns through the Company’s incident reporting mechanisms, and whistleblowers are given the option to have their concerns handled under the Whistleblowing Policy.

The Corporate Governance Committee oversees the implementation of the program. The Head of Internal Audit serves as the primary operator of the reporting mechanism, while the Chief Human Resource Officer acts as the alternate operator. The framework covers a wide range of reportable conditions, including misconduct or policy violations, falsification of records, asset misappropriation, financial reporting fraud, abuse of authority, conflicts of interest, discrimination, breaches of confidentiality, and other financial or non-financial malpractices.

The Company strictly prohibits retaliation against whistleblowers who report concerns in good faith. Protections are in place to safeguard individuals from discrimination, harassment, unjustified disciplinary actions, denial of benefits, or other adverse treatment resulting from their disclosure. Whistleblowers may also be provided appropriate assistance under applicable laws and company policies when necessary.

During the year, a total of 20 whistleblowing reports were received. Of these, 12 were resolved within the reporting period, while 8 were not pursued due to insufficient information or lack of supporting evidence. DigiPlus continues to strengthen its whistleblowing framework and is exploring additional reporting channels, including digital reporting tools, to further enhance accessibility and encourage responsible reporting across the organization.



Data Privacy

DigiPlus continues to strengthen its data privacy program in compliance with the Philippine Data Privacy Act of 2012 and regulations issued by the National Privacy Commission (NPC). The Company integrates Privacy by Design and Privacy by Default into its systems and processes, ensuring that only the minimum necessary personal data collection is limited to what is necessary and proportionate for legitimate business purposes, access is restricted to authorized personnel, and appropriate safeguards are implemented across both online gaming platforms and offline operations.

The Company’s Data Privacy Manual provides the framework for managing personal and sensitive personal information throughout its lifecycle—from collection and use to sharing, retention, and secure disposal. Under the supervision of the Data Protection Officer, DigiPlus conducts Privacy Impact Assessments for high-risk initiatives, coordinates with Information Security, Legal, Human Resources, and Business Continuity teams, and requires appropriate data protection commitments from third-party service providers.

Data subjects are provided with clear channels to exercise their rights, including the right to be informed, access, rectification, objection, and other rights under applicable laws. Requests and complaints are logged, assessed, and addressed in accordance with applicable legal and regulatory requirements. Any personal data incident that meets applicable notification thresholds is assessed for possible notification to the NPC and affected individuals within the prescribed period.

To ensure accountability, DigiPlus monitors key indicators such as data privacy incidents, regulatory complaints, and potential financial losses related to privacy matters. These indicators are regularly reviewed by management to strengthen controls, training, and stakeholder communication. In 2025, the Company recorded no reportable personal data breach, no privacy-related regulatory complaint, and no monetary fine arising from data privacy matters.

Enterprise Risk Management

DigiPlus maintains an integrated Enterprise Risk Management (ERM) framework designed to identify, assess, manage, and monitor risks that may affect the Group’s financial performance, operations, regulatory standing, reputation, and long-term value creation. Risk management is embedded across governance structures and business processes to support informed decision-making and strategic execution.

Risk Governance

The Company’s risk governance structure establishes clear oversight and accountability across the Board, Management, and business units, supporting disciplined risk management aligned with DigiPlus’ strategic objectives and risk appetite, which inform risk prioritization and escalation.

Board of Directors

The Board has overall responsibility for DigiPlus’ risk management policy. The Board is supported by the Board Risk Oversight Committee (BROC), which provides oversight and continuous review of the Group’s risk management framework and the formal ERM plan, including risk management goals, processes, strategies, and ongoing assessments.

The Board, through the BROC, reviews the Company’s risk appetite and tolerance levels at least annually, or as needed based on material changes in the business and operating environment.

Management

At the executive level, the Management Risk Oversight Committee (MROC) is responsible for the overall planning, implementation, and assessment of risks to the Group’s strategic and long-term goals, and for overseeing the risk treatment plans of the business units. The MROC regularly reports material risk exposures, developments, and management actions to the BROC, ensuring alignment between management and the Board on key risk issues.

To operationalize the ERM framework, the Board has designated a Chief Risk Officer (CRO), who is accountable for the implementation and day-to-day operationalization of ERM. The Risk Management Department (RMD), under the CRO, and under the guidance of the MROC and the BROC, leads the identification, assessment, and management of enterprise risks in coordination with business units, maintains the centralized risk register, supports the continuous improvement of the ERM framework, and provides risk reports and recommendations to senior management, the MROC, and the BROC.

All DigiPlus business units

Business Unit Heads are responsible for identifying, assessing, and managing operational risks within their respective areas by implementing internal controls and risk mitigation measures in line with the ERM framework and the Company’s risk appetite.



Risk Management Framework

DigiPlus' ERM framework is aligned with internationally recognized standards, including the COSO Enterprise Risk Management (2017) and ISO 31000:2018 Risk Management Guidelines.

By integrating these frameworks, the Company adopts a structured and holistic approach to managing both internal and external risks.

DigiPlus continues to enhance its methodologies and controls to address emerging risks and evolving regulatory and business environments.

Risk Management Process

DigiPlus applies a continuous five-stage risk management process for identifying, assessing, responding to, implementing, and monitoring risks across the Group.

1. Risk Identification

Systematic identification of risks across business units, projects, and operations, considering internal and external factors.

2. Risk Assessment

Evaluation of risks based on defined likelihood and impact criteria, resulting in inherent and residual risk ratings.

3. Risk Response Planning

Development of mitigation strategies, strengthened controls, risk transfer arrangements, or contingency plans for priority risks.

4. Implementation

Integration of approved risk responses into policies, processes, systems, and operational practices.

5. Monitoring and Review

Ongoing review of risk exposure and control effectiveness, with updates reflecting changes in the business and regulatory landscape.

This process is supported by a centralized risk register that is updated at quarterly intervals by the Risk Management Department in coordination with business units. Identified risks are analyzed and consolidated into comprehensive risk reports for presentation through the MROC and the BROCC.

Major risks involved in the business

DigiPlus recognizes that effective risk management is fundamental to sustaining long-term enterprise value. The Company, through its ERM framework, identifies, assesses, and monitors risks that may reasonably be expected to affect the Group's financial position, performance, cash flows, reputation, and strategic objectives.

Risks are evaluated based on their likelihood of occurrence, potential impact, and overall risk rating under both inherent (untreated) and residual (treated) scenarios, taking into account the effectiveness of existing mitigation measures. Risk assessments are regularly reported to Management and the Board and are integrated into the Company's governance oversight, compliance processes, and strategic decision-making.

The principal enterprise risks identified by the Group are discussed below.

Regulatory and Compliance Risks

As a publicly-listed company operating in a highly regulated industry, DigiPlus is exposed to regulatory and compliance risks. These include potential breaches of laws and regulations governing gaming operations, anti-money laundering, data privacy, corporate governance, and securities regulations. Failure to comply with applicable requirements could result in penalties, fines, suspension of licenses, operational restrictions, reputational damage, or other adverse consequences.

The Company manages these risks through structured compliance programs, documented policies and procedures, internal controls, and regular compliance reviews. Regulatory developments and licensing requirements are tracked on an ongoing basis. Compliance tracking mechanisms and periodic reporting across business units support timely identification and resolution of issues. Corrective actions are documented, tracked, and reviewed until closure.

Information Security and Technology Risks

The Group relies heavily on secure and reliable technology infrastructure to deliver its services. Risks in this area include system vulnerabilities, cyberattacks, data breaches, unauthorized access, system failures, and technological obsolescence. Such events may disrupt operations, compromise sensitive information, result in regulatory scrutiny, and damage stakeholder trust.

DigiPlus addresses these risks through cybersecurity frameworks that include vulnerability assessments, penetration testing, access controls, data protection measures, and incident tracking. Technical and administrative safeguards are implemented to protect information assets. Security awareness initiatives are conducted to strengthen employee vigilance. Identified vulnerabilities and incidents are addressed through remediation plans and follow-up monitoring.

Financial Risks

The Company is exposed to financial risks that may affect stability and performance, including revenue volatility, liquidity constraints, credit exposure, market fluctuations, and financial reporting risks. Financial misstatements, inadequate controls, or adverse market movements may impact profitability, cash flow, and capital position.

To mitigate these risks, DigiPlus maintains financial controls, budgeting discipline, and oversight mechanisms. Financial exposures are periodically evaluated, including those arising from regulatory or operational developments. Internal and external audits, scenario-based reviews, and credit assessments support risk identification. Management continuously monitors liquidity, capital allocation, and financial reporting compliance to ensure prudent financial stewardship.

Property Damage and Business Disruption Risks

The Group's operations may be affected by physical damage to property or disruptions arising from events such as fire, natural disasters, infrastructure failure, supply chain interruptions, or prolonged IT outages. Such disruptions could impair service delivery, affect revenue generation, and result in recovery costs.

DigiPlus manages these risks through business continuity and disaster recovery planning, facility inspections, infrastructure assessments, and scenario-based reviews. Contingency arrangements, including backup systems and alternative suppliers where applicable, are maintained to support operational resilience. The Company also strengthens its Business Continuity Management System through data backup procedures, risk transfer arrangements such as insurance where appropriate, and business continuity exercises, which support the availability and recovery of critical resources.

Operational and Process Risks

Operational and process risks may arise from human error, system breakdowns, control gaps, fraud, power interruptions, equipment failure, or inefficiencies in internal processes. These risks may affect service quality, compliance, operational efficiency, and overall business performance.

The Company addresses operational risks through process reviews, internal audits, control assessments, and standardized operating procedures. Risk reporting mechanisms help identify control weaknesses and process issues. Corrective actions are implemented and monitored, with residual risks evaluated following mitigation. Continuous improvement initiatives and personnel training programs strengthen operational reliability and control effectiveness.

Environmental Risks and Social Risks

DigiPlus is exposed to environmental and social risks that may affect operations, reputation, and stakeholder relationships.

These include physical risks from climate-related events such as typhoons and flooding, transition risks arising from evolving environmental regulations and shift to a low-carbon economy, and social risks related to workplace standards, community relations, and responsible business practices. Failure to effectively manage these risks may result in operational disruption, regulatory exposure, or reputational harm.

The Company monitors environmental and social risks through reviews of operational practices, regulatory developments, and stakeholder engagement. Climate risk assessment, environmental compliance measures, responsible workplace standards, and corporate social responsibility initiatives are implemented across the organization.

In 2025, DigiPlus completed its climate-related physical and transition risk assessment. Based on the outcome of the exposure and vulnerability assessment, the Group will continue to strengthen policies, procedures, and initiatives related to business continuity, emergency preparedness, regulatory compliance, and innovation to enhance operational resilience and sustainable performance.

Safety and Security Risks

Safety and security risks include threats that may cause harm to employees, customers, visitors, or assets, such as workplace accidents, theft, fraud, or other security incidents. These risks may result in operational disruption, financial loss, legal exposure, and reputational damage.

The Company conducts site-level reviews, incident reporting, and risk assessments to identify and evaluate safety and security exposures. Preventive measures include facility controls, emergency preparedness protocols, employee training, and security monitoring systems. Corrective actions are implemented promptly and monitored to reinforce compliance and improve response readiness.



CUSTOMER EXPERIENCE

Access and security at every touchpoint: Expanding convenience for our players

At DigiPlus, delivering great entertainment goes hand in hand with making every player's experience smooth, secure, and convenient. One of the ways we do this is by expanding how our customers can easily manage their funds through trusted payment partners across the country.

To bring more accessible payment options closer to our players, we partnered with Bayad, a trusted leader in bills payment services. Through this collaboration, customers of BingoPlus, ArenaPlus, and GameZone can conveniently cash in over the counter at more than 800 Bayad Center branches and partner outlets located in malls, supermarkets, and convenience stores nationwide. This partnership makes DigiPlus the only gaming partner of Bayad for over-the-counter cash transactions—giving our players even more flexibility when funding their wallets.

We also teamed up with Pay&Go, one of the country's leading self-service payment kiosk providers, to widen our payment ecosystem. With Pay&Go's growing network of over 3,500 kiosks, players can quickly load their e-wallets through easy-to-use machines located in accessible areas nationwide. Starting with BingoPlus and soon expanding to ArenaPlus and GameZone, this partnership allows more Filipinos to access the DigiPlus experience wherever they are.

At DigiPlus, we ensure that all payment channels we work with are accredited by the Bangko Sentral ng Pilipinas and compliant with PAGCOR requirements. By partnering with trusted providers, we maintain secure, reliable, and responsible financial transactions for our community.

Together with our 24/7 customer support and more than 130 BingoPlus stores nationwide, these partnerships strengthen our growing network of service touchpoints—making it easier than ever for players to enjoy safe, seamless, and engaging digital entertainment.





Pay&Go
Safe & Secured Way to Pay

GCash **maya**

MERCAIDO easytrip RPID SWEEP RPID Grab Smart LOAD WALLET

Available Services

Top Up Wallet Bills Payment E-load Retailer Load

Visit [PayandGoPH](#)

Pay&Go

Service Overview: **Withdraw**

Card No: 200000 Account Number

Amount

1 2 3 4 5 6 7 8 9 0

Withdrawal Limit: 4,000

GET YOUR RECEIPT

P60 MILLION JACKPOT PRIZE

CASH IN HERE

bayadPARTNER

digiplus
multiply the fun

Technology and Platform Innovation

Technology plays a critical role in enabling DigiPlus to deliver engaging, seamless, and secure experiences for its players or customers.

Data-Driven Personalization and Predictive Capabilities

DigiPlus' cloud-based data platform captures and analyzes player behavior, preferences, and engagement patterns in real-time. This data-driven foundation enables dynamic personalization, including tailored recommendations and predictive services that anticipate user needs. By gaining deeper insights into how players interact with its platforms, the Company is able to deliver more relevant, intuitive, and engaging experiences that foster stronger customer relationships and loyalty.

Intelligent User Growth and Engagement

Artificial intelligence underpins DigiPlus' approach to user growth and engagement. The Company's AI-driven growth engine combines advanced acquisition and retention strategies with real-time behavioral insights to ensure that each interaction remains meaningful and relevant. Personalized promotions and content are triggered by user signals, enabling the timely delivery of offers aligned with player preferences.

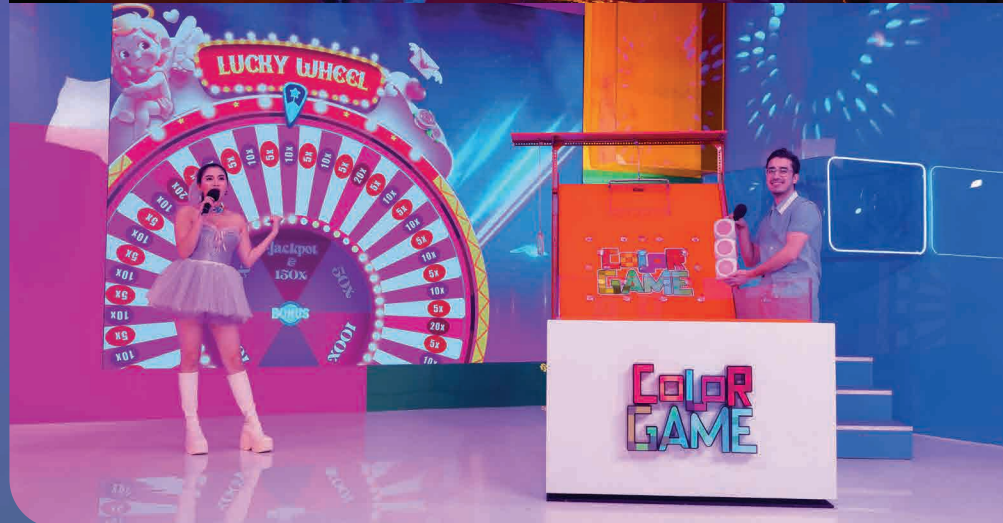
This integrated platform combines business intelligence, customer data platforms, user behavior analytics, and customer journey optimization tools. Through these capabilities, the organization continuously refines its engagement strategies while improving operational efficiency and strengthening long-term player relationships, enabling a more responsive growth model.

Scalable, Secure, and Locally Relevant Platform

DigiPlus operates a fully in-house technology platform that enables rapid innovation, customization, and operational resilience. Built on cloud-native infrastructure and supported by an experienced Research and Development team with global technology expertise, the platform processes more than one billion transactions daily while maintaining 99.95% uptime and supporting up to 20 million monthly active users.

AI-driven infrastructure management enables real-time monitoring and automated issue resolution, reducing troubleshooting time by more than 30%. Security remains a key priority for the Company, supported by robust anti-fraud systems and a record of zero major security incidents in both 2024 and 2025.

Seamless integration with KYC, payment, and messaging providers allows DigiPlus to deliver localized and interactive services while maintaining global scalability and enterprise-grade reliability.



By leveraging advanced data intelligence, artificial intelligence, and highly scalable infrastructure, the Company enables personalized interactions that anticipate customer needs while ensuring reliability at every touchpoint.

The organization's technology ecosystem is designed to support millions of users while continuously enhancing the way players interact with its platforms, thereby creating meaningful interactions that drive engagement, loyalty, and create value for our players.

Seamless and Superior User Experience Across Platforms

Continuous investments in application optimization, infrastructure, and ecosystem integrations enable DigiPlus to deliver a consistent and reliable user experience across all platforms. Dedicated iOS and Android applications, pre-installed on select Original Equipment Manufacturer devices, ensure convenient access and stable performance for players.

Front-end monitoring systems maintain service quality, while optimized page load speeds, near-instant transactions, and interactive gaming features enhance overall convenience and engagement. These capabilities enable the Company to provide a digital entertainment experience that is efficient, responsive, and aligned with the preferences of players.

Performance indicators further demonstrate the strength of the Company's platform. Page load speeds are approximately two seconds faster than competitors, while system uptime remains at 99.95%. Wallet top-ups are processed instantly, 99% of withdrawals are completed within one minute, and average transaction latency remains below 100 milliseconds.

Beyond performance, DigiPlus' platforms promote deeper engagement through interactive features such as live chat, host-player interactions, and community driven activities. Players are able to access localized content, including live betting on major sports leagues such as the NBA, PBA, and MLB with real-time result tracking. Social gaming features—including player-versus-player poker games, offline tournaments, influencer-hosted live play sessions, and casual social games—further strengthen player communities and encourage sustained engagement.

Through these technology investments, DigiPlus continues to advance the standards of reliability, convenience, and personalization in digital entertainment, delivering secure and high-quality experiences to millions of players.



Customer Service

In 2025, DigiPlus strengthened its Customer Service operations by building a scalable, customer-centric foundation designed to deliver reliable, responsive, and high-quality support. The Company expanded the Customer Service team to nearly 500 members by year-end, reinforcing its commitment to meeting the growing and evolving needs of its players while ensuring every customer receives timely and effective assistance.

During the year, the Customer Service team implemented several key operational improvements to enhance service delivery.

These included a revamped onboarding and training framework, more rigorous recruitment and screening processes, and the launch of a Command Center to strengthen operational oversight and efficiency. DigiPlus also established an Operations Support function to drive quality assurance and continuous improvement.

To reinforce a strong service culture, the team introduced initiatives focused on customer service fundamentals and human-centered engagement. These included the rollout of Basic Responsible Gaming Training, refreshed core training materials, and the implementation of 24/7 interactive support, emphasizing real conversations, faster resolutions, and respect for customers' time.

Recognizing the increasing complexity of operations, Customer Service operations redesigned its learning and development framework into a 3-3-2 training model, consisting of three weeks of classroom learning, three weeks of supervised nesting, and two weeks of hypercare support. This approach provides new agents with hands-on exposure to real customer interactions, guided coaching, and structured performance monitoring, ensuring employees are fully prepared to deliver high-quality service.

Customer experience improvements were reflected in key performance indicators. DigiPlus closed the year with an adjusted Customer Satisfaction Score (CSAT) of 71% after excluding non-controllable factors. Operational responsiveness remained strong, with a First Response Time of 14 seconds and an Average Response Time of 46 seconds, highlighting the team's ability to maintain speed and consistency at scale.

The Customer Service team managed approximately 8 million customer interactions in 2025, with 94% handled through chat and 5% through emails and calls, and an average resolution time of 10 minutes. Performance improvements were also seen in operational quality metrics.



Retail Operations Customer Service Training

For its part, the Company's Retail Offline Operations Learning Management team continued to strengthen frontline service capabilities across the branch network by delivering structured customer service training programs designed to ensure consistent, high-quality patron engagement.

These programs covered core service fundamentals, standardized customer interaction protocols, and practical skills for assisting patrons across both retail and digital channels. Training initiatives included Customer Service Essentials, which reinforces standardized greeting, engagement, and service protocols; Customer Service 101, an online program focused on the fundamentals of effective

customer service; Player Service Center training, which equips branch teams with a deeper understanding of the Company's gaming website and mobile application ecosystem; and Customer Service Center modules, which integrate online and offline support processes to enable branch employees to assist online players more effectively.

In addition, the Service and Sales Sprint (SASS) program provides targeted training for key branch positions, focusing on product knowledge, grooming standards, customer engagement techniques, and frontline service excellence through structured assessments and role-based simulations.

Through these initiatives, thousands of frontline employees completed customer service training across 140 sessions in 2025, strengthening the Company's ability to deliver consistent, professional, and responsive service across its branch network and enhancing the overall customer experience.

The abandonment rate improved significantly from 12% at the beginning of the year to below 3% in the final quarter, while the Quality Score which measures the effectiveness of efficiency initiatives increased from 70% to 90% through enhanced coaching and service standards. Attrition and attendance metrics also improved steadily, reaching near-optimal levels by the end of the year.

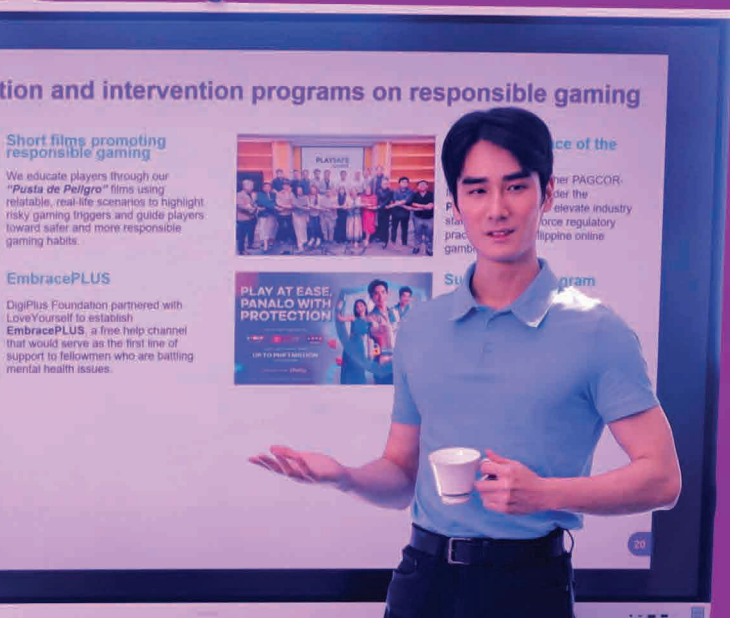
Looking ahead to 2026, DigiPlus aims to further enhance efficiency and customer engagement through a three-pillar strategy focused on Technology, People, and Data. The Company plans to integrate AI-driven tools and a dedicated customer service platform to streamline operations, improve response times, and deliver more personalized support. In addition, the launch of the Premiere Team will provide prioritized, high-touch assistance by connecting customers directly with live agents, enabling faster and more personalized resolutions.

Through these initiatives, DigiPlus continues to build a future-ready Customer Service organization, supported by the right people, processes, technology, and culture—reinforcing the Company's commitment to delivering seamless, reliable, and customer-first experiences.



RESPONSIBLE GAMING

DigiPlus is committed to fostering a safe and responsible gaming environment and is leading the industry with pioneering efforts in player protection. Going beyond compliance, the Company implements programs focused on education, prevention, and early intervention to help protect players and promote healthy gaming habits. In 2025, DigiPlus further strengthened its Responsible Gaming initiatives while working closely with regulators and other licensed operators to help advance responsible gaming standards in the Philippines.





11:47

Responsible Gaming

Set Time

No Limit

Daily Gaming Duration

22

23

24

1

Hour

2

3

4

If you exceed the set time limit, We will remind you



Education

DigiPlus implements a structured Education Program designed to empower players, employees, and stakeholders with the knowledge needed to support informed and responsible gaming choices. Through regular employee training, responsible gaming communications, and research-driven initiatives, the Company continues to strengthen awareness and promote responsible gaming practices across its operations and platforms.

A key component of the program is the continuous training of employees and frontline staff. Employees involved in DigiPlus' gaming operations are required to secure a Gaming Employment License (GEL) and undergo responsible gaming training in accordance with PAGCOR regulations. These sessions equip employees with the knowledge and skills to uphold responsible gaming standards, including identifying potential problem gambling behaviors, responding appropriately to affected patrons or their relatives, and directing individuals to available support mechanisms and helplines. Internal refresher courses are regularly conducted to ensure employees remain knowledgeable and up to date on responsible gaming practices.

Employee Training

In 2025, the Retail Offline Operations Learning Management team further strengthened its employee training initiatives through specialized programs on Responsible Gaming and the National Database of Restricted Persons (NDRP). The Responsible Gaming training emphasizes the importance of maintaining valid gaming employment licenses, recognizing signs of problem gambling, and assisting affected patrons while ensuring compliance with regulatory requirements.

A total of 18 training sessions were conducted, reaching 2,011 staff members. Complementing this initiative, the NDRP training equips employees with the procedures for identifying and managing individuals prohibited from participating in gaming activities. The program covers database access, verification protocols, documentation standards, and reporting processes to ensure strict compliance with regulatory mandates and safeguard operational integrity. In 2025, 17 sessions were conducted, training 2,276 employees.

Information, Education, and Communication Campaigns

Beyond internal capacity building, DigiPlus integrates responsible gaming education into the player experience across its platforms and communication channels. Responsible gaming content and reminders are consistently embedded throughout the ArenaPlus platform as part of the core user experience. These messages are reinforced through multiple touchpoints, including social media communications, key opinion leader promotions, podcasts, events, and out-of-home placements. All endorsers and brand ambassadors incorporate responsible gaming reminders in their official spiels and promotional materials, while every social media post carries the required responsible gaming advisories to ensure sustained compliance and awareness.

The organization also maintains strict internal marketing guidelines to ensure that all communications promote responsible gaming and ethical engagement. These guidelines prohibit marketing that targets minors, avoid messaging that depicts gambling as a pathway to wealth or financial success, and prevent the use of urgency-driven or potentially predatory messaging.

Advertising is also restricted from public utility vehicles and other public spaces to minimize unintended exposure to vulnerable audiences. All marketing materials are carefully reviewed to ensure they are not misleading, do not glamorize gambling or imply guaranteed wins, and fully comply with PAGCOR guidelines. In addition, the Company shares responsible gaming reminders to promote safe, informed, and balanced play. These reminders reinforce DigiPlus' commitment to player protection across all platforms and ensure that gaming is consistently presented as a form of entertainment rather than a means of financial gain.

As part of its broader public education efforts, DigiPlus also develops creative campaigns that highlight the importance of responsible gaming. Initiatives such as the "Pusta de Peligro" short film series and the "Dating Gawi" campaign use storytelling and relatable narratives to raise awareness about risky gaming behaviors and encourage healthier gaming habits among players. Through these initiatives, the Company aims to foster a culture of responsibility, awareness, and informed decision-making within the gaming community.

Prevention

DigiPlus prioritizes prevention as a core component of its Responsible Gaming framework. By integrating safeguards into its technology, operational processes, and regulatory compliance measures, the Company seeks to reduce potential gaming-related risks and support a safe and balanced gaming experience for its players.

In-app Responsible Gaming Tools

A key element of this approach is the integration of innovative in-app responsible gaming tools across the Company's platforms. Recognizing the importance of proactive player protection, DigiPlus has introduced industry-aligned features that allow players to set personal gaming limits and manage their play responsibly. These tools enable users to regulate their gaming activity by setting limits on daily playtime, defining specific gaming schedules, and establishing daily loss caps. For example, players may restrict gameplay to selected hours—such as evenings or weekends—to help maintain a healthy balance between gaming and other daily responsibilities. By offering these self-regulation tools, DigiPlus empowers players to make informed decisions about their gaming habits while aligning with global best practices in responsible gaming.

DigiPlus developed safeguards into our digital entertainment platforms BingoPlus, ArenaPlus, and GameZone. These include configurable tools that allow users to define their daily gaming duration, daily gaming schedule, and daily loss limits. Players can set a maximum number of hours they are allowed to play each day, after which the system automatically logs them out to prevent excessively long gaming sessions. They can also define specific time windows during which gameplay is permitted, with access automatically restricted outside those scheduled periods. In addition, players may establish a daily loss limit, preventing them from placing new bets or joining games once the threshold is reached. These features encourage disciplined gaming behavior and provide players with greater control over their activity on the platform.

Player Registration and Verification Process

DigiPlus also maintains a streamlined Know-Your-Customer (KYC) process that balances user convenience with strict regulatory compliance. Through electronic Know-Your-Customer (eKYC) procedures, the Company verifies player identities using facial recognition technology that matches the user with their government-issued identification. This process helps ensure that accounts are registered to legitimate individuals and prevents minors from accessing the platform. Additional safeguards, such as one-time password authentication, further strengthen account security and identity verification.

Players and their families are also given the option to voluntarily request exclusion from gaming activities. Through the player and family exclusion program, individuals who wish to limit or suspend their gaming participation can request to be restricted from accessing DigiPlus' gaming platforms and venues for a specified period. This mechanism provides an additional layer of protection for individuals who may need assistance in managing their gaming behavior, reinforcing the Company's commitment to responsible play and player well-being.

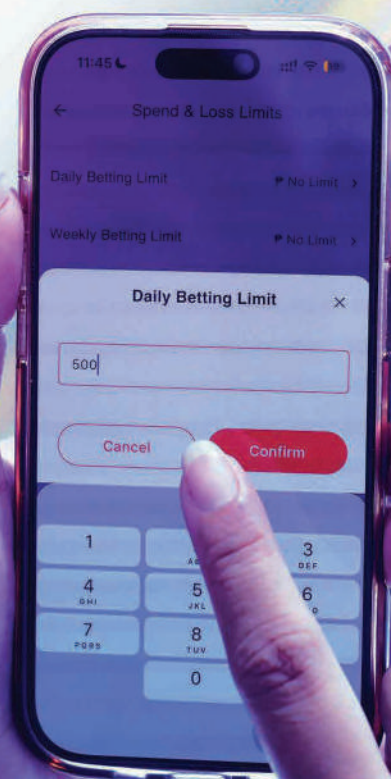
To further strengthen player protection, DigiPlus enforces strict eligibility screening across its gaming sites and digital platforms. The Company adheres to PAGCOR regulations by implementing robust player restriction measures, including verification against the NDRP to ensure that individuals prohibited from gaming activities are prevented from participating. These procedures help maintain the integrity of operations while safeguarding vulnerable individuals.

Complementing these safeguards is the work of DigiPlus' in-house Fraud and Risk Team, which conducts continuous monitoring and verification of player identities and activities. The team utilizes advanced analytics and risk detection systems to identify suspicious behavior, prevent fraudulent transactions, and ensure compliance with regulatory standards. Through these measures, DigiPlus strengthens the security and integrity of its platforms while protecting players from potential risks.

Financial Safeguard for Players

As part of its broader commitment to safeguarding player funds, DigiPlus also provides surety bond protection of up to ₱1 million per player. This protection ensures that player balances are secured and can be recovered in the unlikely event of operational disruptions or unforeseen circumstances, providing players with additional assurance that their funds are protected.

Looking ahead, DigiPlus plans to further enhance its prevention framework. Beginning in 2026, the Company will expand its suite of configurable gambling harm prevention tools, offering players greater flexibility in setting personalized safeguards. These enhancements will allow users—and where permitted, their trusted contacts—to establish more detailed limits and protective controls tailored to individual needs, further strengthening DigiPlus' commitment to responsible gaming and player protection.



Intervention

DigiPlus recognizes that responsible gaming requires not only preventive safeguards but also timely intervention when risks arise. Through its Intervention Program, the Company implements support mechanisms designed to identify potential signs of problematic gaming behavior and provide players and communities with access to assistance, education, and professional support. These initiatives combine community engagement, mental health awareness, and structured referral pathways to ensure that individuals who may need help are guided toward appropriate resources.

Financial Coaching Sessions

One of the Company’s key intervention initiatives is the “Tamang Laro, Tamang Panalo” Financial Coaching Series, which promotes responsible financial management and healthy gaming behaviors. The program provides financial literacy and coaching sessions for jackpot winners, community members, and targeted sectors within local barangays. Through these sessions, participants receive guidance on managing winnings responsibly, planning long-term financial goals, and avoiding high-risk financial decisions that may arise from sudden gains. The program also educates participants on responsible gaming practices and encourages gaming as a form of entertainment rather than a means of financial dependence. By bringing these conversations directly to communities, DigiPlus helps foster greater awareness of financial responsibility and balanced gaming behavior.



Free Mental Health Helpline

Complementing these efforts is EmbracePLUS, DigiPlus’ dedicated support channel designed to provide accessible assistance for individuals experiencing mental health challenges or gaming-related concerns. Established in partnership with LoveYourself Inc., a third party partner organization, EmbracePLUS serves as a first line of support where players and members of the public can seek guidance, receive information on responsible gaming practices, and be referred to professional mental health resources when necessary. The initiative aims to reduce barriers to seeking help by offering a confidential and supportive entry point for individuals who may be experiencing emotional distress, financial pressure, or behavioral challenges related to gaming. Through EmbracePLUS, DigiPlus strengthens its commitment to player protection by ensuring that support mechanisms are readily available and responsive to the needs of the community.

Targeted Mental Health Training Series

DigiPlus also collaborates with non-government organizations (NGOs) to conduct Mental Health Wellness Sessions for local community workers and frontline health professionals. These sessions are designed to raise awareness of mental health issues and equip participants with the knowledge and tools to recognize early signs of distress or problematic behaviors within their communities. By engaging barangay personnel, community leaders, and healthcare workers, the program strengthens local capacity to respond to mental health and gaming-related concerns. Participants are provided with practical guidance on offering initial support, directing individuals to appropriate services, and fostering supportive environments that promote well-being.

Through these intervention initiatives, DigiPlus continues to strengthen its responsible gaming ecosystem by ensuring that support mechanisms extend beyond its platforms and into the communities it serves. By combining financial education, mental health support, and community partnerships, the Company seeks to provide timely assistance to individuals who may need help while reinforcing its commitment to player well-being and responsible gaming.



Collaboration

DigiPlus recognizes that building a safe and responsible gaming environment requires strong collaboration among regulators, industry stakeholders, and the broader community. Through its Collaboration Program, the Company works closely with government agencies, industry partners, and advocacy groups to strengthen regulatory compliance, promote responsible gaming standards, and support initiatives that protect players and uphold the integrity of the gaming ecosystem.

Partnership with Regulatory Bodies

DigiPlus maintains a close and constructive partnership with PAGCOR, the country's gaming regulator, to advance responsible gaming initiatives and uphold the highest standards of regulatory compliance. Through this collaboration, the Company actively supports PAGCOR's policies and programs aimed at protecting players and promoting a safe, transparent, and well-regulated gaming industry.

Further reinforcing its commitment to responsible gaming, DigiPlus partnered with PAGCOR in implementing nationwide advocacy campaigns that promote responsible play and raise awareness of gaming safeguards. These initiatives combine digital communications, on-ground engagements, and public education efforts designed to encourage moderation, inform players about responsible gaming tools, and highlight the importance of playing only with licensed and regulated operators.

The Company also ensures strict adherence to regulatory requirements, including compliance with anti-money laundering (AML) regulations, reporting of suspicious activities, and participation in regulatory monitoring mechanisms. DigiPlus works closely with relevant authorities to detect and report suspicious transactions, strengthening safeguards that protect the financial system and maintain the integrity of gaming operations.

In addition, the Company regularly participates in regulatory audits and compliance reviews, demonstrating transparency and accountability in its operations. DigiPlus also cooperates with government agencies in initiatives to combat illegal and unlicensed gaming operators, supporting enforcement efforts that protect players from unregulated platforms that lack consumer safeguards and responsible gaming measures.

Through these collaborative efforts, DigiPlus contributes to strengthening regulatory oversight and promoting a safer gaming environment for players across the Philippines.



PlaySafe Alliance

DigiPlus is also a key participant in the PlaySafe Alliance, a collaborative industry initiative aimed at advancing responsible gaming standards and strengthening player protection across the Philippine gaming sector. The alliance brings together licensed gaming operators and stakeholders to collectively address emerging challenges in the industry while promoting responsible gaming practices and regulatory compliance.

The PlaySafe Alliance focuses on several strategic priorities. These include collaborating with PAGCOR to enhance oversight and regulatory compliance, strengthening responsible gaming measures such as self-exclusion programs, and supporting initiatives that prevent excessive or harmful gaming behavior. The alliance also works to combat illegal and unlicensed operators that undermine consumer protection and threaten the integrity of the regulated gaming market.

Beyond regulatory cooperation, the PlaySafe Alliance promotes broader public awareness and education initiatives related to responsible gaming and mental health. These efforts include campaigns designed to inform players about responsible play, encourage help-seeking behavior when needed, and promote gaming as a form of entertainment rather than financial dependence.

The alliance also supports investments in nationwide research, education, prevention, and treatment programs related to excessive gambling. By generating insights and supporting evidence-based interventions, these initiatives aim to strengthen the industry's collective response to gaming-related risks and ensure that responsible gaming programs continue to evolve alongside the growth of digital gaming platforms.

In 2025, the PlaySafe Alliance achieved several key milestones. Members jointly developed and published self-regulated advertising guidelines designed to promote responsible marketing practices and prevent misleading or harmful messaging in gaming promotions. The alliance also submitted a proposal for the Online Gambling Act to PAGCOR, demonstrating the industry's proactive role in supporting stronger regulatory frameworks and responsible gaming safeguards.

Through partnerships with regulators and other licensed gaming operators, DigiPlus continues to collaborate with regulators and industry stakeholders to elevate responsible gaming standards, promote transparency, and protect players in the evolving digital gaming landscape.



Changing the game: How we champion responsible play through storytelling

At DigiPlus, we believe responsible gaming messages are most powerful when they resonate on a human level. In 2025, we strengthened our advocacy through creative campaigns like “Pusta de Peligro” and “Dating Gawi,” designed to spark reflection and encourage healthier gaming habits among Filipinos.

“Pusta de Peligro,” our short film series, used storytelling to highlight the real-life risks of excessive and impulsive gaming. By portraying relatable characters and everyday situations, the series encouraged viewers to recognize warning signs and reflect on the consequences of unchecked behavior. It opened conversations around responsible play in a way that was accessible, engaging, and grounded in real experiences.

Complementing this, the “Dating Gawi” campaign focused on promoting positive behavior change. It encouraged players to revisit and adopt healthier gaming habits—reminding them of the importance of moderation, discipline, and balance. Through relatable narratives and consistent messaging across platforms, the campaign reinforced that gaming should remain a form of entertainment, not a source of harm.

Together, these campaigns reflect our commitment to go beyond compliance and connect with players meaningfully—using storytelling not just to inform, but to inspire safer, more responsible gaming behaviors.



PLAY AT EASE, PANALO WITH PROTECTION

LIGTAS ANG LARO MO SA

BINGO
PLUS

ARENAPLUS
SPORTSBOOK

GAME
ZONE

GAMIT ANG SURETY BOND

UP TO PHP 1 MILLION

per player wallet

UNDERWRITTEN BY **PhilFirst**

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A new standard of trust: DigiPlus launches surety bond protection

At DigiPlus, protecting our players goes beyond providing an engaging gaming experience—it means ensuring their confidence and peace of mind every time they play. In 2025, we took a significant step forward by introducing the Philippines' first-ever surety bond program for online gaming players, in partnership with Philippine First Insurance Co. Inc. (PhilFirst).

This pioneering initiative provides eligible players across BingoPlus, ArenaPlus, and GameZone with an added layer of financial protection. With coverage of up to ₱1 million per player, the surety bond safeguards player balances automatically—at no additional cost—offering reassurance whether they are casual users or long-time players.

For us, this is about setting a higher standard for player protection in the industry. By ensuring that funds are secure, we enable our players to focus on enjoying their gaming experience with greater confidence.

The program is seamlessly integrated into our platforms. Once players are eKYC-verified, have made a deposit, and remain in good standing, protection is activated automatically. Combined with our 24/7 customer support and nationwide network of BingoPlus retail branches, this initiative strengthens our commitment to reliability and accessibility.

Through innovations like the surety bond, DigiPlus continues to lead with trust—raising the bar for safety, security, and responsible gaming in the Philippines.

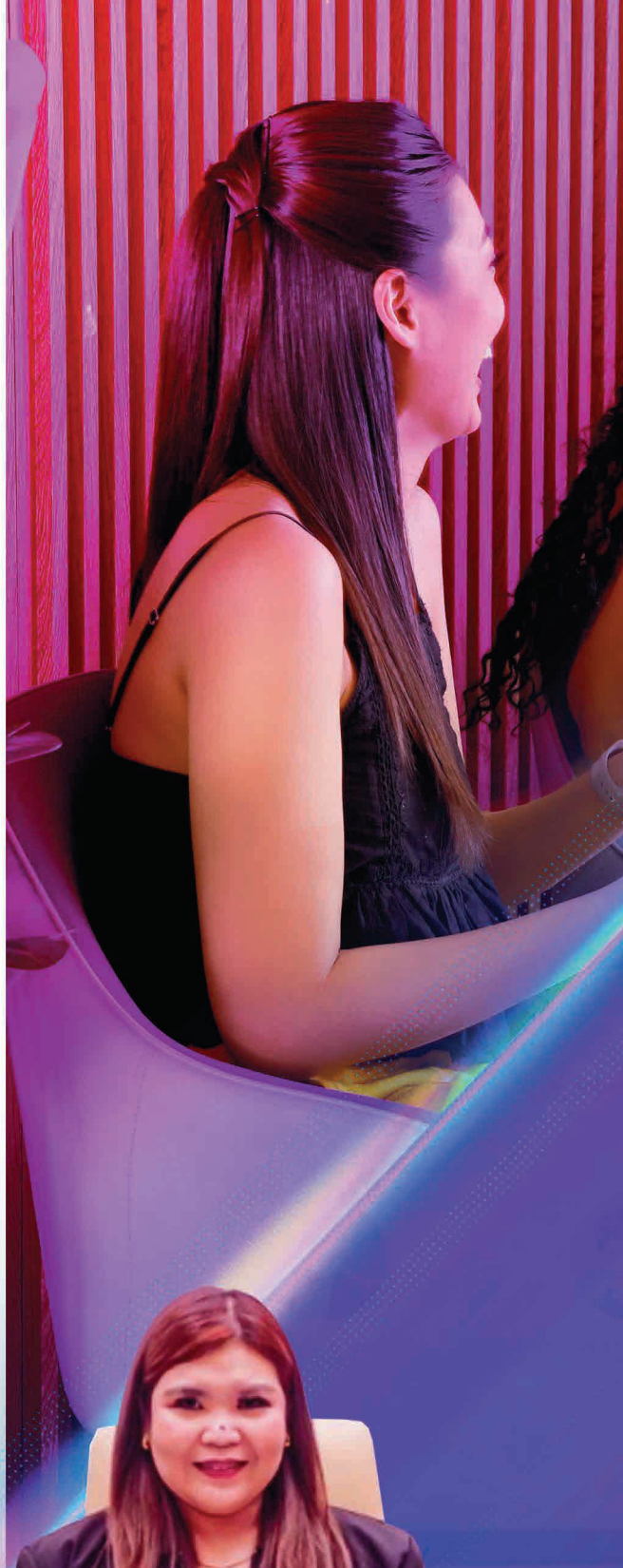
EmbracePLUS: Expanding access to mental health support

For many Filipinos, seeking mental health support remains a challenge—often hindered by cost, limited access to professionals, and persistent social stigma. Recognizing this urgent need, DigiPlus, through DigiPlus Foundation, took a meaningful step in 2025 to help bridge gaps in mental healthcare.

We partnered with LoveYourself to launch EmbracePLUS, a free mental health helpline designed to serve as a first line of support for individuals facing anxiety, depression, and other challenges. Built to be accessible and inclusive, EmbracePLUS provides immediate, confidential assistance regardless of a person's location or financial capacity.

The helpline is supported by trained telehealth associates who deliver Psychological First Aid (PFA) and initial counseling. Through dedicated hotlines and ongoing digital platforms, individuals can access assessments and guidance, helping them take the first step toward care. By combining LoveYourself's Embrace Virtual Hub and the Foundation's KalusuganPLUS initiative, the program integrates both digital support and community-based mental health training.

Our continued investment—including funding for training and operations—ensures that EmbracePLUS remains sustainable and responsive to growing needs. Through this initiative, we are helping build a more compassionate support system, where seeking help is easier, stigma is reduced, and no one has to face mental health challenges alone.



ANGELA CAMINS-WIENEKE
Executive Director, DigiPlus Foundation



CELESTE JOVENIR
Chief Operations Officer, DigiPlus Foundation



Raising the bar for safer play: DigiPlus helps launch the PlaySafe Alliance

In 2025, DigiPlus took an important step in strengthening responsible gaming in the Philippines by helping launch the PlaySafe Alliance of the Philippines, an industry coalition formed by PAGCOR-accredited operators to raise standards across regulated online gaming. For us at DigiPlus, the alliance reflected a simple belief: player protection is strongest when responsible operators work together.

As a key participant in the alliance, we supported a shared agenda focused on tighter regulatory oversight, stronger compliance, better responsible gaming safeguards, and more robust self-exclusion measures. The alliance also pushed for coordinated action against illegal and unlicensed operators, which continue to put consumers at risk by operating outside established rules and protections.

Beyond regulation, the PlaySafe Alliance championed public awareness and mental health campaigns that encouraged safe, informed, and balanced play. It also backed investments in research, education, prevention, and treatment programs related to excessive gambling, helping ensure that industry safeguards continue to evolve alongside digital gaming.

As the alliance moves forward, we remain committed to working with regulators and industry partners to help shape a more secure, transparent, and responsible gaming environment for all Filipinos.



DR. RONIVIN GARCIA PAGTAKHAN

Founder and Executive Director, PlaySafe Alliance

EMPLOYEES AND WORKPLACE



Great
Place
To
Work®

Certified

AUG 2025 – AUG 2026

PH

Where people thrive: DigiPlus earns Great Place To Work® Certification

DigiPlus continues to raise the bar in workplace excellence as we proudly earn our first Great Place To Work® Certification, an achievement shaped by the voices and experiences of our people. With 74% of employees affirming that DigiPlus is a great place to work, this milestone reflects more than recognition; it highlights the culture we have intentionally built together.

At DigiPlus, we believe that when our people thrive, so does our business. We invest in continuous learning, provide the right tools and support, and create meaningful opportunities for growth. More importantly, we cultivate an environment where everyone feels safe, heard, and valued regardless of role or background.

This certification also celebrates the everyday moments that define us: open conversations, shared milestones, and a strong sense of community. Our teams have shown remarkable engagement, becoming more proactive and empowered to contribute ideas that shape our future.

As the only large entertainment company in the Philippines to receive this recognition, we take pride in what we've accomplished and in what lies ahead. We remain committed to strengthening our culture and building an even better workplace for all, guided by fairness, inclusivity, and innovation.



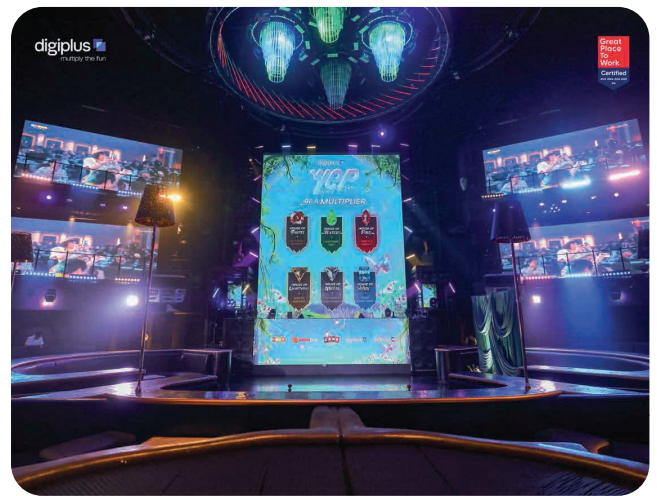
Employee Engagement

DigiPlus strengthened employee engagement through a range of initiatives designed to foster connection, inclusivity, and shared growth across the organization, recognizing that an engaged workforce drives higher productivity, stronger collaboration, improved retention, and sustained business performance.

The launch of DigiLife enhanced internal communication by keeping employees informed, engaged, and connected to company updates, milestones, and initiatives. The introduction of The PLUS Circle further enriched engagement by creating communities centered on shared interests spanning hobbies, professional development, and wellness, encouraging collaboration and a stronger sense of belonging.

Regular engagement activities played a key role in reinforcing a vibrant workplace culture. Monthly Birthday Bash brought employees together to recognize individual milestones, while Company-supported team gatherings and the year-end party strengthened camaraderie and celebrated collective achievements. HR-led initiatives also marked important global and local observances, promoting inclusivity and cultural awareness.

In addition, the PLUS Forward Townhall provided a platform for open dialogue between employees and leadership, fostering transparency, alignment, and trust. These combined efforts cultivated a more engaged, proactive, and empowered workforce, ultimately contributing to DigiPlus earning its first Great Place To Work® certification, highlighting the Company's continued commitment to building a people-first organization where employees feel valued, heard, and inspired to thrive.



Training and Development

DigiPlus continues to champion a culture of continuous learning and professional growth, recognizing that investing in people strengthens business performance, drives engagement, and supports talent retention in a rapidly evolving industry. By equipping employees with relevant training, resources, and development opportunities, the Company ensures its workforce remains agile, competitive, and future-ready.

The Company's commitment to learning is reflected in the 111,122 training hours completed by employees, averaging 29.27 hours per employee. This covers a wide range of programs tailored to different roles and capabilities. These initiatives are designed not only to enhance individual skills but also to contribute to organizational success by building a more capable and empowered workforce.

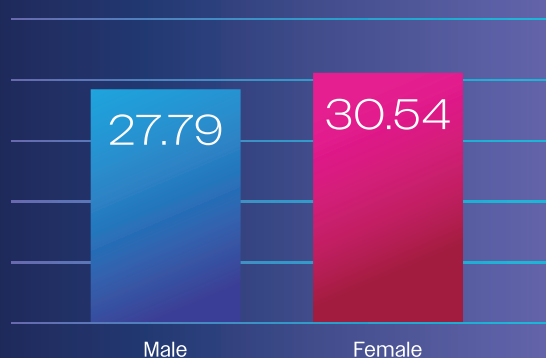
Leadership development remains a key focus area. Through LeaderShift, an ongoing talk series launched in 2024, DigiPlus brings senior leaders together with respected industry experts to gain practical insights on diversity, values-driven leadership, and navigating change. Complementing this, the Company introduced PLUS Leadership in 2025—a structured development program for middle managers aimed at strengthening leadership capabilities and preparing future leaders. The program equips leaders with coaching tools, strategic thinking skills, and deeper business understanding, enabling them to better support their teams.

Together, these initiatives foster a strong leadership pipeline, encourage collaboration, and reinforce a culture where continuous learning drives both personal and organizational growth.

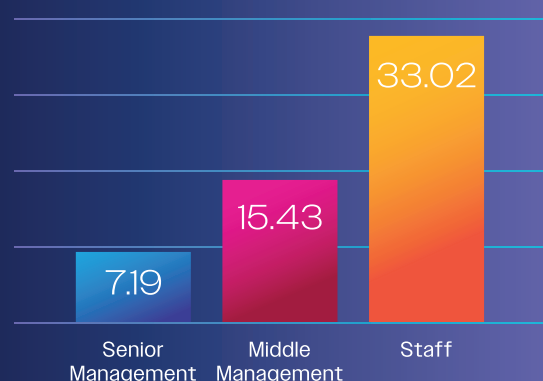


Average Training Hours

By Gender



By Rank



Performance-aligned Compensation

DigiPlus maintains a remuneration framework that links compensation to performance and the long-term interests of the Company, supporting a culture of accountability, responsible risk-taking, and sustainable value creation. A formal policy establishes a clear relationship between pay and performance which reflect individual contributions and overall business outcomes.

Compensation structures are designed to be competitive and commensurate with role responsibilities, enabling the Company to attract, retain, and motivate high-performing talent. Variable pay components are aligned with performance results, while the broader performance management system integrates compensation with training, development, and succession planning to reinforce continuous improvement and long-term growth.

To further strengthen talent retention, DigiPlus offers competitive compensation and benefits, including performance-based bonuses, alongside career development opportunities through internal mobility and leadership programs. The Company also emphasizes employee well-being through regular feedback mechanisms, work-life balance initiatives, and mental health support. Moving forward, DigiPlus plans to undertake a comprehensive compensation and benefits benchmarking exercise to ensure continued competitiveness in attracting and retaining top talent.

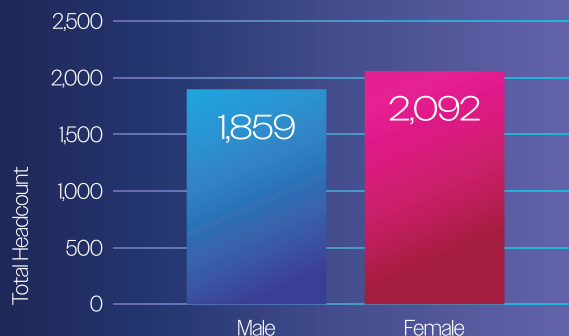


Employee Profile

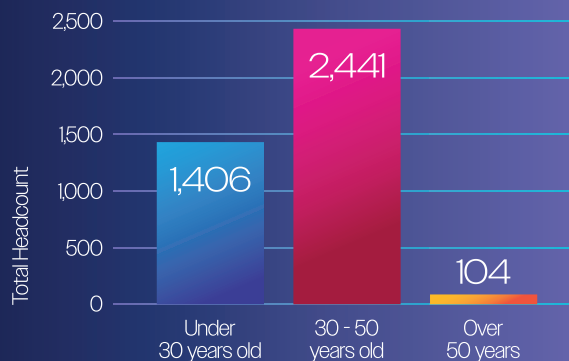
As at December 31, 2025, DigiPlus and its subsidiaries had a total employee headcount of 3,951 of which one (1) is engaged on a consultancy basis, reflecting the scale and strength of the workforce supporting the Company's continued growth.



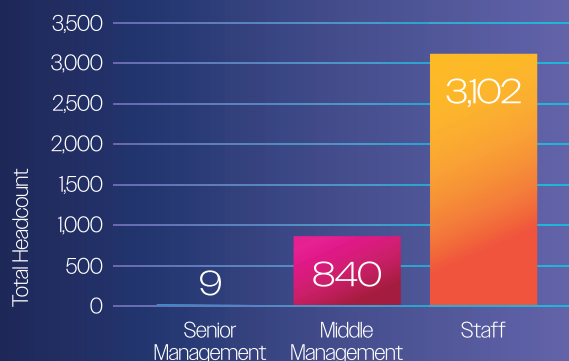
By Gender



By Age Group



By Rank



Supervised Workers

As of end-December 2025, the number of supervised workers reached 1,138, composed largely of third-party gaming attendants, along with security and utility personnel. These roles are essential to daily operations, ensuring smooth service delivery, maintaining a safe and secure environment, and supporting overall customer experience. Their contributions enable the business to operate efficiently while upholding service standards and operational reliability.

Employee Health and Safety

DigiPlus continues to strengthen its occupational safety and health (OSH) practices in line with the Labor Code of the Philippines, Republic Act No. 11058, and the Department of Labor and Employment (DOLE) Occupational Safety and Health Standards. In 2025, the Company enhanced its emergency preparedness and training programs to promote a safe, productive, and risk-aware environment across corporate offices and studio facilities. A dedicated OSH Committee, led by the Safety Officer and supported by the DigiPlus – Resilience and Emergency Action Team (D-REACT), oversees implementation, monitors compliance, and drives continuous improvement in hazard prevention and control.

Compliance with DOLE Department Order No. 252-25 remained a priority. Through the DOLE Compliance Portal, DigiPlus streamlined mandatory report submissions and maintained compliance with regulatory filing requirements. DigiPlus also sustained strong safety training performance, for Safety Officers and First Aiders, with no material OSH-related regulatory violations recorded in 2025.

Safety Policies and Emergency Response Readiness

Key workplace safety policies are fully implemented and embedded in daily operations. The Incident and Accident Policy establishes clear procedures for timely reporting and investigation, enabling prompt corrective and preventive action. The First Aid Policy supports site readiness through trained First Aiders, appropriate facilities, and proper documentation of medical interventions. Occupational safety is further integrated into the Non-IT Business Continuity Planning framework, aligning emergency protocols such as evacuation and lockdown with safety standards to prioritize people protection.

D-REACT serves as the Company's front-line emergency response unit. It leads drills, supports hazard inspections, and collaborates with site management, Human Resources, and building administrators to ensure preparedness for fires, earthquakes, medical incidents, and other emergencies. In 2025, the team also led and executed soft drills across DigiPlus office building floors, strengthening employee awareness, response readiness, and coordination during simulated emergency scenarios. These drills help minimize potential disruptions, enhance crisis response capabilities, and reinforce a culture of safety across the organization. Through these efforts, DigiPlus upholds its duty of care and sustains a safe work environment that supports operational resilience and long-term sustainability.



ECONOMIC IMPACT

DigiPlus' financial and operational performance in 2025 reflects the Company's continued role as a meaningful contributor to economic activity, public sector funding, and long-term industry development. Despite a dynamic regulatory and competitive environment, the Company sustained strong fundamentals, demonstrating resilience while advancing initiatives that support broader economic sustainability.





Financial Performance Overview

For the year, DigiPlus recorded total revenues of ₱84.2 billion, representing a 12% increase from ₱75.2 billion in 2024. This growth was driven by strong first-half performance and sustained engagement across platforms, underscoring the scalability of the Company's business model. While net income remained stable at ₱12.6 billion, the Company's ability to maintain profitability amid transitional regulatory changes reflects disciplined cost management and operational efficiency. EBITDA rose to ₱14.2 billion, further highlighting the strength of core operations and the Company's capacity to generate consistent cash flows.



Enabling Economic Growth

Beyond financial performance, DigiPlus' economic impact is most evident in the Company's significant contributions to government revenues. In 2025, the Company remitted ₱34.6 billion in taxes and regulatory fees, reinforcing the organization's position as a key partner in national development. These contributions directly support public services, infrastructure programs, and social initiatives, helping to strengthen economic resilience and enable inclusive growth across communities.

DigiPlus also continued to invest in initiatives that stimulate economic activity and industry development. The Company's strategic move into the land-based gaming sector through a ₱12.0 billion investment in convertible bonds in International Entertainment Corp. which owns New Coast Hotel Manila, reflecting a commitment to diversifying revenue streams while supporting tourism, hospitality, and employment generation within the Philippines. This potential integration of digital and physical platforms is expected to create new economic linkages and enhance customer engagement across multiple channels.

Innovation in content development further contributes to economic value creation. By introducing culturally resonant, locally developed games. The Company supports the growth of the local creative and technology ecosystem. The expansion of DigiPlus' gaming portfolio—with over 500 new titles added during the year—also drives demand across digital infrastructure, platform development, and support services.



Supplier and Contractor Selection

DigiPlus employs a structured and transparent process for selecting and accrediting suppliers and contractors as part of its Procurement Policies and Procedures. Vendors are sourced from accredited and prospective pools, including internal and affiliate recommendations, and are required to undergo formal accreditation prior to any engagement.

The process includes submission of required documents, completion of compliance forms (e.g., Anti-Bribery or No Gift Giving Agreement with Vendors and the Company's Data Privacy), and due diligence activities such as background checks and site visits, as applicable.

The Procurement team evaluates submissions to ensure compliance with Company standards, with final approval granted by authorized approvers.

Accredited vendors are enrolled in the Company's systems and included in a centralized database, enabling participation in competitive bidding for goods and services.

Supplier performance is monitored based on pricing, quality, delivery, and service, and is subject to annual evaluation. Vendors must meet minimum rating requirements to maintain accreditation while those who do not may be delisted.



digiplus



foundation

Beyond its direct financial contributions, DigiPlus extends its economic impact through strategic social investments that support human capital development and community resilience. Through its social development arm, DigiPlus Foundation (formerly known as BingoPlus Foundation), the Company allocated ₱84 million in 2025 to programs that benefited 989,072 Filipinos nationwide. These initiatives represent DigiPlus' commitment to creating long-term, inclusive economic value—particularly in a developing country context where access to education, healthcare, and economic opportunities remains uneven.

The Foundation's programs are designed to address structural gaps that can limit productivity and upward mobility. Investments in advanced technology education help equip Filipinos with future-ready digital skills, improving employability and enabling participation in the country's growing digital economy. Healthcare assistance initiatives reduce the gap in access and financial burden of medical needs for vulnerable communities, allowing households to preserve income and maintain economic stability. Meanwhile, disaster response and community resilience programs provide critical support during times of crisis, helping communities recover faster and minimizing disruptions to livelihoods.

In addition, DigiPlus Foundation's efforts to create inclusive opportunities for underserved sectors contribute to broader economic participation. By supporting marginalized groups and communities with limited access to resources, these programs help expand the base of economically active individuals, fostering more equitable growth. In the Philippine context, where many communities remain vulnerable to income shocks and limited access to basic services, such interventions play a vital role in strengthening social safety nets and enabling long-term development.

Guided by its mission to #MultiplyTheGood, DigiPlus Foundation ensures that its resources translate into measurable social and economic outcomes. Through strong partnerships with local communities, government units, and other stakeholders, the Foundation continues to scale initiatives that not only address immediate needs but also build the foundations for sustainable, inclusive growth—reinforcing DigiPlus' broader role as a responsible industry leader driving economic progress beyond its core business.



Technology Education

Empowering the next generation of Filipino Tech Talents

6,270
Filipinos served

DigiPlus Foundation empowers students with education and post-grad upskilling for careers in IT and digital entertainment. FutureSmart scholars also gain empowering mindsets, skills and behaviors through the P.L.U.S. Factor (Pioneering Leadership and Uplifting Service) development program.

PLUS Centers are established to enhance learning delivery in digital skills training and employment, while training for teachers and students in Coding and Robotics promote an interest in STEM and the pursuit of tech-driven innovations.



Accessible Healthcare

Bridging medical services and mental health support for communities

911,069
Filipinos served

Availability, accessibility, and quality belong to the essential rights to health according to the World Health Organization; yet, many Filipino communities today still struggle to obtain basic medical services. In response, DigiPlus Foundation mobilized the KalusuganPLUS program to bridge accessible physical and mental healthcare through medical missions, health facilities investment, and community support.



Community Resilience

Enabling disaster response and sustainable livelihood recovery

176,575

Filipinos served

DigiPlus Foundation mobilizes its BayanihanPLUS program to empower vulnerable communities to be more resilient amidst life's storms. In coordination with government agencies and LGUs, water, food, hygiene kits, and other essentials are delivered as immediate relief while livelihood assistance is extended to enable target sectors to recover and rebuild their lives post-disaster.



Inclusive Empowerment

Delivering happiness and hope with the opportunity to thrive and win in life

9,810

Filipinos served

From BingoPlus Studio's "Sagot ng Bingo ang Regalo Mo" seasonal campaign to a full WishPLUS program, DigiPlus Foundation grants selected wishes from employees, customers, NGOs, and the general public for the benefit of disadvantaged individuals, families, or communities. By promoting a collective spirit of giving, the Foundation makes doing social good personal and inclusive.



CLIMATE RISK MANAGEMENT

DigiPlus' climate risk management approach focuses on understanding and managing climate-related risks through industry-leading environmental stewardship initiatives. These include disciplined monitoring of energy use and emissions across its value chain, targeted assessments of physical and transition risks, and high-level climate scenario analysis to support operational resilience and long-term sustainability.

Furthermore, results of the materiality assessment and review process indicated that, among the environmental topics considered, only energy consumption, greenhouse gas (GHG) emissions, and climate risk assessment were identified as material to the Company, given its operating context and revenue model which is largely driven by online operations. Other environmental topics such as water, waste, biodiversity, and related areas were not assessed as material and are therefore not included in this report.

digiplus

Energy and GHG Management

Beginning reporting year 2025, the Company monitors energy consumption through improved collection of activity-based fuel use and purchased electricity data, enabling more accurate and consistent tracking of energy performance across the organization. DigiPlus implements energy efficiency measures supported by thoughtful space and office design to optimize energy use while maintaining operational effectiveness.

In parallel, the Company accounts for material Scope 3 greenhouse gas (GHG) emissions from Purchased Goods and Services and Capital Goods, including third-party cloud services, data centers, and data analytics and security software, providing a more comprehensive view of its emissions footprint across the value chain.

Building on these efforts, DigiPlus continues to strengthen its resource efficiency initiatives and enhance its energy and GHG management practices in line with evolving regulatory and industry expectations, reinforcing the Company's commitment to innovation, resilience, and responsible business practices.

Energy efficiency measures in place

- Installation of LED lighting fixtures in corporate offices to reduce electricity consumption and improve lighting efficiency
- Scheduled shutdown of lighting systems after operating hours to minimize unnecessary energy use.
- Use of inverter-type air conditioning units (ACUs) for more efficient cooling and lower energy demand
- Standardized temperature settings for ACUs to optimize comfort while conserving energy

ENERGY CONSUMPTION

By type*	Unit of measure	2025
Fuel use	Gigajoules (GJ)	3,884.58
Purchased electricity	Gigajoules (GJ)	80,825.20
TOTAL	Gigajoules (GJ)	84,709.78
Energy intensity	GJ/Php million revenue	0.0010

FUEL USE

By source	Unit of measure	2025
Backup power generator sets**	Liters	21,931.46
Company-owned fleet	Liters	79,177.07
TOTAL	Liters	101,108.53
By fuel type		
Diesel	Liters	96,969.97
Gasoline	Liters	4,138.56
TOTAL	Liters	101,108.53

PURCHASED ELECTRICITY

By source	Unit of measure	2025
Corporate offices	Megawatt-hours	3,347.70
Retail branches and sites***	Megawatt-hours	19,103.75
TOTAL	Megawatt-hours	22,451.44
By power grid (location-based method)		
Luzon-Visayas grid	Megawatt-hours	21,251.58
Mindanao grid	Megawatt-hours	1,199.86
TOTAL	Megawatt-hours	22,451.44

* In 2025, 100% of DigiPlus' energy consumption was derived from non-renewable sources.

** The energy content of stationary diesel fuel used in generator sets is estimated at 36.12 MJ per liter, based on the Intergovernmental Panel on Climate Change (IPCC) 2006 Guidelines for National Greenhouse Gas Inventories (Volume 2, Chapter 2). This estimate is derived from a net calorific value of 43.0 MJ/kg and a density of 0.84 kg per liter, and is consistent with Philippine GHG inventory practices.

*** Data include all 139 retail branches and other DigiPlus subsidiaries.



GHG INVENTORY

Standard used: Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (2004)

Organizational boundary: Operational control approach

Sources of emissions by scope

- Scope 1 - Emissions from fuel consumption of company-owned stationary and mobile assets, particularly backup power generator sets and fleet vehicles
- Scope 2 - Emissions purchased electricity consumed through the Company's operations
- Scope 3 - Emissions from actual spending for Purchased Goods and Services and Capital Goods, including essential third-party technology and data solutions

Base year: DigiPlus will adopt 2025 as its GHG emissions base year to reflect the transition to more accurate, activity-based energy and emissions data, ensuring a robust and consistent foundation for future target-setting and reduction initiatives.

Emissions Quantification Methodology and Disclosure

Data sources and collection method: Activity-based facility-level energy data are collected by operating subsidiaries and verified and consolidated at the parent company level.

Emission factors used: Fuel emissions use IPCC 2006 emission factors aligned with Philippine GHG practices; electricity emissions apply the GHG Protocol-recommended Operating Margin factor; Scope 3 emissions are estimated using IPCC factors applied to the economic value of purchased goods and capital goods.

GHG Emissions by Scope	Unit of measure	2025
Scope 1	Tonne CO ₂ equivalent	261.45
Scope 2	Tonne CO ₂ equivalent	19,133.12
Total: Scope 1 and 2	Tonne CO ₂ equivalent	19,394.57
GHG intensity	Sum of Scope 1 and 2 emissions/Php million revenue	0.000023
GHG/Enterprise value including cash (EVIC)	Sum of Scope 1 and 2 emissions/million EVIC	0.000020
Scope 3	Tonne CO ₂ equivalent	10,254,803.26
Category 1 - Purchased Goods and Services	Tonne CO ₂ equivalent	4,599,878.60
Category 2 - Capital Goods	Tonne CO ₂ equivalent	5,654,924.66
Total: Scope 1, 2, and 3	Tonne CO ₂ equivalent	10,274,197.83

Climate-related Physical and Transition Risk Assessment

DigiPlus' Alignment with TCFD Recommendations on Climate-related Disclosures

DigiPlus conducted comprehensive climate-related risk assessments covering both physical and transition risks through engagements with a third-party sustainability consulting firm from 2024 to 2025. These assessments were undertaken to evaluate the Company's exposure to climate-related risks and opportunities, in line with emerging regulatory expectations and reporting frameworks and standards such as TCFD and PFRS S1 and S2.

The physical risk assessment focused on the Company's exposure to acute and chronic climate hazards across its asset portfolio, while the transition risk assessment examined the potential financial and operational impacts arising from the global shift toward a low-carbon economy. Together, these assessments provide a holistic view of how climate change may affect DigiPlus' operations, strategy, and long-term resilience.

Moving forward, DigiPlus aims to further strengthen the Company's climate risk management by engaging stakeholders, enhancing policies, and developing capabilities to identify, assess, and quantify the potential financial impacts of climate-related risks and opportunities, including impacts on revenues, operating costs, capital expenditures, and asset values. This will support more informed decision-making, enhance resource allocation, and enable deeper integration of climate considerations into the Company's long-term strategy.

Physical Risk Assessment

DigiPlus conducted a climate-related physical risk assessment to evaluate the Company's exposure and vulnerability to key physical climate hazards across its operational assets in the Philippines, and to support the development of risk mitigation and resilience strategies.

The assessment covered four primary climate hazards—flooding, tropical cyclones, sea level rise, and extreme heat—across DigiPlus' asset portfolio, including office facilities, studio facilities, and offline sites located within major shopping malls and commercial centers. Using a combination of historical data and forward-looking climate projections, the analysis evaluated hazard exposure levels and identified climate-critical assets based on both business importance and vulnerability.

Results indicate that a significant portion of DigiPlus' assets are exposed to physical climate risks, particularly flooding, which affects the majority of locations, as well as tropical cyclones and extreme heat across key regions in Metro Manila and Luzon. Additionally, certain assets located in low-lying or coastal areas face heightened exposure to sea level rise, potentially affecting asset accessibility and long-term viability.

To address these risks, DigiPlus has established policies, procedures, and plans to enhance climate resilience, including the integration of physical climate risks into its Enterprise Risk Management (ERM) framework, as well as the implementation of business continuity, emergency preparedness, and disaster recovery measures.

The Company continues to build on these efforts by incorporating insights from the assessment into its operational planning and long-term strategy.

Through this assessment and ongoing risk management practices, DigiPlus aims to proactively manage climate-related physical risks and strengthen the resilience of its operations under evolving climate conditions.

Transition Risk Assessment

Similarly, DigiPlus conducted a transition risk assessment to evaluate the potential impacts of the transition to a low-carbon economy on its operations, value chain, and financial performance. The assessment considered evolving regulatory requirements, market dynamics, technological developments, and stakeholder expectations that may influence the Company's business environment.

The analysis identified four key categories of transition risks—policy and legal, market, technology, and reputational risks—and assessed how these risks may manifest across DigiPlus' value chain, including upstream activities, core operations (both land-based and digital), and downstream customer engagement.

Key findings indicate that DigiPlus may be exposed to:

- Regulatory and policy risks, including evolving disclosure requirements, carbon pricing mechanisms, and stricter sustainability reporting standards, which may increase compliance costs and capital expenditures
- Market risks, driven by shifts in customer preferences toward low-carbon services, changes in energy prices, and evolving supplier and partner expectations
- Technology risks, particularly related to the need for energy-efficient infrastructure, low-carbon equipment, and more sustainable data center solutions
- Reputational risks, associated with stakeholder expectations for transparency, accurate emissions reporting, and responsible environmental practices

These risks may result in increased operating and capital costs, including investments in emissions measurement, energy efficiency, and low-carbon technologies, as well as potential impacts on revenues due to changing market demand and competitive dynamics. At the same time, the assessment identified transition opportunities, such as improving energy efficiency, adopting renewable energy solutions, enhancing operational resilience, and strengthening stakeholder trust through proactive climate action.

To enhance its readiness for transition risks, DigiPlus is strengthening its capabilities in GHG emissions measurement, target setting, and scenario analysis, while monitoring regulatory developments and collaborating with stakeholders across its value chain. The Company is also exploring approaches to quantify transition-related financial impacts and align its strategy with a low-carbon future.

Climate Scenario Analysis

This high-level qualitative climate scenario analysis was undertaken by DigiPlus' Sustainability Team to support the Company's understanding of climate-related risks and opportunities. Physical climate risks are integrated into the Company's Enterprise Risk Management (ERM) framework, while monitoring and management of these risks are embedded within operational functions. Relevant business units are responsible for the regular assessment and response to evolving climate-related developments, supported by the Company's climate resilience strategy anchored on robust site identification, emergency preparedness measures, and business continuity plans.

Purpose and Scope

This climate scenario analysis aims to assess how climate-related risks and transition developments may affect DigiPlus' operations, business continuity, and strategic priorities.

The analysis is qualitative in nature and is intended to support the Company's broader risk management and governance processes. It does not represent forecasts but outlines plausible future conditions relevant to the Company's operating environment in the Philippines.

Climate Risk Drivers Considered

Given the Company's predominantly digital and technology-enabled business model, climate-related risks are assessed primarily in the following areas:

- a) Physical climate risks, particularly extreme weather events;
- b) Transition risks arising from climate-related regulation and policy;
- c) Energy availability and infrastructure resilience; and
- d) Reputational and stakeholder expectations related to sustainability.

CLIMATE SCENARIOS AND DESCRIPTION

Scenario 1. Moderate Physical Climate Impact (Baseline Climate Scenario)	Scenario 2. Severe Physical Climate Events (High Physical Risk Scenario)	Scenario 3. Accelerated Climate Transition (High Transition Risk Scenario)
This scenario assumes that climate patterns evolve broadly in line with recent historical trends, with periodic extreme weather events typical of the Philippine climate, such as typhoons and flooding.	This scenario assumes an increase in the frequency and severity of extreme weather events, including stronger typhoons, flooding, and heat-related impacts, consistent with climate change projections for the region.	This scenario reflects a faster transition toward a low-carbon economy driven by policy changes, regulatory developments, and heightened stakeholder expectations.

KEY ASSUMPTIONS

<ul style="list-style-type: none"> • Continued occurrence of seasonal storms and heavy rainfall • No prolonged nationwide disruption to power or telecommunications infrastructure • Gradual strengthening of climate and environmental policies 	<ul style="list-style-type: none"> • More frequent disruptions to access to retail branches, electricity, and digital infrastructure • Higher risks to employee safety and workforce availability • Greater strain on public infrastructure and emergency response systems 	<ul style="list-style-type: none"> • Stronger sustainability and/or environmental regulations and disclosure requirements • Increased focus on energy efficiency and emissions management • Growing investor, regulator, and public scrutiny of corporate sustainability practices
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POTENTIAL IMPACTS ON THE COMPANY

<ul style="list-style-type: none"> • Temporary operational disruptions due to power or network outages • Increased emphasis on business continuity planning and system redundancy • Continued reliance on third-party data centers and telecommunications providers • Modest increases in operating costs related to resilience measures <p>Under this scenario, climate-related risks are considered manageable through existing risk controls and contingency planning.</p>	<ul style="list-style-type: none"> • Increased risk of service interruptions affecting digital platforms • Potential delays in customer support and operational functions • Higher costs related to system redundancy, data protection, and disaster recovery • Need for enhanced remote-work and operational flexibility <p>This scenario highlights the importance of robust IT resilience, data security, and disaster recovery capabilities.</p>	<ul style="list-style-type: none"> • Additional compliance and reporting requirements • Potential increases in indirect energy-related costs • Greater emphasis on supplier sustainability and data center efficiency • Reputational risks if climate considerations are not adequately addressed <p>While transition risks are not expected to materially disrupt core operations, they may influence governance practices and strategic priorities.</p>
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Risk Management and Mitigation Measures

Across all climate scenarios, DigiPlus continues to enhance its approach to managing climate-related risks through the following measures:

- Integrating climate considerations into the Company's ERM framework, including the assessment, monitoring, and management of physical climate risks such as tropical cyclones and flooding
- Developing capabilities to quantify the current and potential financial impacts of climate-related risks, including assessing potential effects on revenues, operating costs, asset integrity, and capital expenditures under different climate scenarios
- Strengthening business continuity, emergency preparedness, and disaster recovery plans to ensure operational resilience
- Leveraging scalable and resilient digital infrastructure to support uninterrupted services
- Monitoring evolving regulatory requirements related to climate and sustainability
- Promoting responsible corporate practices and transparency in disclosures

Management regularly reviews climate-related risks to ensure alignment with the Company's operational resilience and long-term strategic objectives, and to support informed decision-making and resource allocation.

Conclusion

Climate-related risks primarily affect DigiPlus through potential physical disruptions to infrastructure, access to retail branches, and evolving regulatory and stakeholder expectations. However, given the Company's predominantly digital business model—where a significant majority of revenue is generated through online platforms and supported by cloud-based data infrastructure—these risks are largely indirect. This operating model, together with the Company's climate resilience strategy, enhances its ability to effectively manage and adapt to climate-related challenges.

Through proactive risk management, continued reliance on digital and cloud-based infrastructure, and adaptive planning, DigiPlus maintains a level of preparedness that supports sustained operational resilience under a range of plausible climate-related scenarios.

Sustainability Reporting Indices

This section outlines the disclosures in this Report under each reporting standard and framework. Where applicable, footnotes and references are included to guide analysts and report reviewers to additional details.

Integrated Reporting (IR)

IR Content Elements	Disclosure	Page(s)
Responsibility for the integrated report	A statement from those charged with governance confirming their responsibility for the integrity of the Integrated Report and their assessment of its alignment with the <IR> Framework.	2
Organizational overview and external environment	The organization's activities and the circumstances under which it operates.	8-9, 14-16, 26
Governance	The organization's governance structure and how it supports value creation in the short, medium, and long term.	27, 32, 36-59
Business model	The organization's business model.	8-9, 27
Risks and opportunities	The key risks and opportunities that affect the organization's ability to create value in the short, medium, and long term, and how these are managed.	56-59
Strategy and resource allocation	The organization's strategic direction and how it intends to achieve its objectives.	27
Performance	The organization's performance against its strategic objectives for the period and the resulting effects on the capitals.	36-94
Outlook	The challenges and uncertainties the organization may encounter in pursuing its strategy, and their potential implications for the business model and future performance.	27
Basis of presentation	The organization's process for determining material matters for inclusion in the Integrated Report, and how these matters are measured and evaluated.	30-31, 33-35

SASB: Casino & Gaming Sustainability Accounting Standard (SV-CA)

Topic	Metric	Code	Page(s)
Energy Management	Total energy consumed, percentage grid electricity, and percentage renewable	SV-CA-130a.1	90-91
Responsible Gaming*	Percentage of gaming facilities that implement PAGCOR's Responsible Gaming Code of Practice (Version 6.0)	SV-CA-260a.1	100%
	Percentage of online gaming operations that implement PAGCOR's Responsible Gaming Code of Practice (Version 6.0)	SV-CA-130a.2	100%
Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	SV-CA-510a.1	54
Activity Metrics		Code	Page(s)
Number of registered online users across platforms		SV-CA.000.C	18

*The disclosure requirement has been amended to refer to the applicable local responsible gaming standards.

SASB: Internet & Media Sustainability Accounting Standard (TC-IM)

Topic	Metric	Code	Page(s)
Environmental Footprint of Hardware Infrastructure	Total energy consumed, percentage grid electricity, and percentage renewable	TC-IM-130a.1	90-91
Data Privacy, Advertising Standards & Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-IM-220a.5	Philippines only
Data Security	Number of data breaches, percentage that are personal data breaches, and number of users affected	TC-IM-230a.1	56
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-IM-230a.2	55-56
Employee Recruitment, Inclusion & Performance	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	TC-IM-330a.3	81
Activity Metric		Code	Page(s)
Entity-defined measure of user activity		TC-IM-000	95

Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

Core Elements	Disclosures	Page(s)
Governance	Description of the board's oversight of climate-related risks and opportunities	32
	Description of management's role in assessing and managing climate-related risks and opportunities	32
Strategy	Description of the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term	93-94
	Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	93-94
	Description of the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	94
Risk Management	Description of the organization's processes for identifying and assessing climate-related risks	59, 93-94
	Description of the organization's processes for managing climate-related risks	59, 93-94
	Description of how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	59, 93-94
Metrics and Targets	Disclosure of metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	90-94
	Disclosure of Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	90-94

GRI Content Index

Statement of use	DigiPlus Interactive Corp. has reported the information cited in this GRI content index for the period January 1 to December 31, 2025 with reference to the GRI Standards.
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GRI 1 used	GRI 1: Foundation 2021
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GRI Standard	Disclosure	Location	
GRI 2: General Disclosures 2021	2-1 Organizational details	8-9	
	2-2 Entities included in the organization's sustainability reporting	9	
	2-3 Reporting period, frequency, and contact point	1	
	2-4 Restatements of information	1	
	2-5 External assurance	2	
	2-6 Activities, value chain, and other business relationships	27	
	2-7 Employees	81	
	2-8 Workers who are not employees	82	
	2-9 Governance structure and composition	38-40, 51	
	2-10 Nomination and selection of the highest governance body	49-50	
	2-11 Chair of the highest governance body	47-48	
	2-13 Delegation of responsibility for managing impacts	32	
	2-14 Role of the highest governance body in sustainability reporting	2	
	2-17 Collective knowledge of the highest governance body	50	
	2-18 Evaluation of the performance of the highest governance body	52	
	2-22 Statement on sustainable development strategy	3-7	
	2-23 Policy commitments	26-59	
	2-24 Embedding policy commitments	26-59	
	2-25 Processes to remediate negative impacts	55	
	2-26 Mechanisms for seeking advice and raising concerns	2, 55	
	2-27 Compliance with laws and regulations	44-45, 82	
	2-28 Membership associations	SharePHIL	
	2-29 Approach to stakeholder engagement	30-31	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	30
		3-2 List of material topics	30, 33-35
		3-3 Management of material topics	36-94
	GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	92
		102-6 Scope 2 GHG emissions	92
		102-7 Scope 3 GHG emissions	92
102-8 GHG emissions intensity		92	
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the organization	91	
	103-3 Upstream and downstream energy consumption		
	103-4 Energy intensity		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	85-89	
	203-2 Significant indirect economic impacts	85-89	

GRI Standard	Disclosure	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	79
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	50, 81
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	55
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	87-89
	413-2 Operations with significant actual and potential negative impacts on local communities	66-75, 85-89
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	66-71
	417-2 Incidents of non-compliance concerning product and service information and labeling	None to report
	417-3 Incidents of non-compliance concerning marketing communications	None to report
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	56

ASEAN Corporate Governance Scorecard (ACGS)

ACGS requirements	Page(s)
Rights and Equitable Treatment of Shareholders	44-45
Sustainability and Resilience	46
Disclosure and Transparency	47-48
Responsibilities of the Board	38-41, 49-53

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Fun that grows with you: DigiPlus 2025 Integrated Report

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