



## **POLICY ON BOARD DIVERSITY**

### **POLICY STATEMENT**

ASIA PACIFIC MEDICAL CENTER-ILOILO, INC. (formerly: ALLIED CARE EXPERTS MEDICAL CENTER ILOILO, INC.) recognizes the benefits of having a diverse Board and its value in maintaining sound corporate governance while achieving strategic objectives and sustainable growth.

### **COVERAGE**

This Policy applies to the APMCI Board of Directors only. It does not apply to diversity in relation to its officers and employees of Company, which are covered by the internal guidelines of the Human Resources Department.

### **GENERAL PRINCIPLES**

1. APMCI embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining sound corporate governance, realize sustainable and balanced development and achieve strategic objectives.
2. Board diversity will be considered from varied aspects when designing the Board's composition including but not limited to gender, age, cultural and educational background, geographical location, professional experience, skills, knowledge, and length of service of directors, and other regulatory requirements, etc. The Board will likewise strive to ensure that there is independence and appropriate representation of women in the Board.
3. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit against objective criteria, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective, having due regard for the benefits of diversity on the Board

### **FRAMEWORK**

The Nominations and Election Committee ('the Committee') shall review and assess the structure, size and composition of the Board, examine the selection standards, nomination and recruitment process of directors, and review at least once a year the independence of the members of the Board of Directors

### **MONITORING AND REPORTING**

The Nominations and Election Committee will report annually on the process it has used in relation to Board appointments. Such report will include a summary of this Policy.

## **POLICY REVIEW**

The Nominations and Election Committee shall review the Policy annually and assess its effectiveness.

The Committee shall discuss and recommend amendments to the Board as it deems necessary.

## **EFFECTIVITY**

This Policy shall take effect upon approval by the Board of Directors and shall continue to be in full force unless superseded by new policies and guidelines.