

BOARD DIVERSITY POLICY

Purpose

This policy is intended to set out the approach to promote diversity on the Board of Directors of BDO Unibank, Inc.

Policy Statement

The Bank recognizes that diversity among its directors will foster critical discussion and promote balanced decision by the Board by utilizing the difference in perspective of its directors. It views diversity at the Board level which includes difference in skills, experience, gender, sexual orientation or preference, age, education, race, religion, business and other related expertise as an essential element in maintaining an effective board for strong corporate governance.

The Board commits to continually promote and observe diversity in its membership. As a whole, it should possess all of the necessary skills, experience and functional expertise to oversee the strategic direction of the Bank. In determining the optimum composition of the Board and in filling vacancies, the Nominations Committee will consider all aspects of diversity in order to maintain an appropriate balance of skills, background, experience, and knowledge on the Board.

The Bank also recognizes the important role of women with appropriate and relevant skills and experience that can contribute to the diversity of perspectives in the Board.

Diversity Objectives

The Bank's Board diversity objectives encourage the Board to have:

- a) At least majority of the Board have background or experience on banking and finance, including treasury;
- b) At least majority of the Board have background or experience on corporate governance, strategic planning, and business strategy;
- c) At least majority have background or experience on risk management;
- d) At least five (5) independent directors up to approximately 50% of the Board members;
- e) At least three (3) female directors up to approximately 50% of the Board members, one (1) of whom is an independent director;
- f) At least one (1) director with background or experience on legal or compliance;
- g) At least one (1) director with background or experience on sustainability, including sustainable finance; and
- h) At least one (1) director with background or experience on information technology, such as cybersecurity and disruptive/digital technology, among others.

Monitoring and Reporting

The Bank's progress in achieving its Board diversity objectives shall be reported in its Annual Report and disclosed in its corporate website.

The diversity representation of the Board will be part of the annual performance and effectiveness evaluation of the board and committees. The Corporate Governance Committee will include this in its report to the Board of the final results of the annual performance evaluation.