

POLICY STATEMENT

The Company recognizes the benefits of having a diverse Board and its value in maintaining sound corporate governance while achieving strategic objectives and sustainable growth.

OBJECTIVES

The Board Diversity Policy (“the Policy”) establishes the approach to realize diversity of Board membership on an on-going basis.

SCOPE AND COVERAGE

The Policy applies to the Board of Directors. It does not apply to diversity in relation to employees of Company, which is covered by the internal guidelines of the Company’s Human Resources Department.

GENERAL POLICIES

1. The Company recognizes the benefits of having a diverse Board, and its increasing value in maintaining sound corporate governance, achieving strategic objectives, realizing sustainable growth and balanced development.
2. Board diversity shall be considered from varied aspect when structuring the Board’s composition including but not limited to gender, age, culture and educational background, geographical location, professional experience, skills, knowledge, and length of service of directors, and other regulatory requirements, etc. The Board shall likewise strive to ensure that there is independence in the Board membership and may consider having women in the Board.
3. The varied aspects of diversity shall be considered and appropriately balanced in determining the optimum composition of the Board.

Framework

4. The Corporate Governance Committee (“the Committee”) shall:
 - 4.1. review and assess the structure, size and composition of the Board;
 - 4.2. examine the selection standards, nomination and recruitment process of directors; and
 - 4.3. review at least once a year the independence of the members of the Board of Directors.

Annual Review and Assessment

5. The Corporate Governance Committee shall oversee the conduct of the annual review of Board effectiveness. The annual review shall consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
6. As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the balance of skills, experience, independence and knowledge of the Company and the diversity representation of the Board, how the Board works together as a unit and other factors relevant to its effectiveness will be assessed.

Annual Reporting

7. The Corporate Governance Committee shall report annually on the process it adopted in relation to Board appointments.

POLICY REVIEW

The Corporate Governance Committee shall review the Policy annually to assess its effectiveness. The Committee shall discuss and recommend amendments to the Board, as it deemed 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 polices and guidelines.

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ALTUS PROPERTY VENTURES, INC.

SECRETARY'S CERTIFICATE

I, ELAINE G. MIRANDA-ARANETA, of legal age, Filipino, with office address at 12/F Cyberscape Alpha, Sapphire and Garnet Roads, Ortigas Center, Pasig City, being the duly elected Corporate Secretary of ALTUS PROPERTY VENTURES, INC., ("Corporation") with office address at Barangay 1, San Francisco, San Nicolas, Ilocos Norte, after having been duly sworn in accordance with law, hereby depose and state that the following resolutions were duly adopted by the Board of Directors of the Corporation on March 18, 2021:

"RESOLVED, that the Board of Directors of ALTUS PROPERTY VENTURES, INC., ("Corporation") hereby approves and adopts the Revised Corporate Governance Manual attached herewith as Annex "A".

RESOLVED FURTHER, that the Board of Directors of the Corporation hereby approves the following Board Committee Charters of the respective committees of the Corporation and its subsidiaries included in the Revised Corporate Governance Manual, attached herewith as Annex "B", Annex "C" and Annex "D":

- a. Corporate Governance Committee Charter
- b. Board Risk Oversight Committee Charter
- c. Audit Committee Charter
- d. Related Party Transactions Committee Charter

RESOLVED, FINALLY, that the Board of Directors of the Corporation hereby approves the following policies in support of the Integrated Annual Corporate Governance Report of the Corporation and its subsidiaries, as set forth below and attached herewith as Annex "E":

- a. Whistleblowing Policy
- b. Board Nomination and Election Policy
- c. Insider Trading Policy
- d. Succession Planning and Remuneration Policy
- e. Board Diversity Policy
- f. Material Related Party Transactions Policy

APPROVED: March 18, 2021."

ELAINE G. MIRANDA-ARANETA
Corporate Secretary

ATTESTED BY:

LANCE Y. GOKONGWEI
Chairman

SUBSCRIBED AND SWORN to before me this MAR 24 2021 at QUEZON CITY, affiant exhibiting to me her SSS ID No. 03-9901046-8.

Doc No. 7 ;
Page No. 3 ;
Book No. 60 ;
Series of 2021.

ATTY. CONCEPCION P. VILLARENA
Notary Public for Quezon City
Until December 31, 2021
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IBP No. 093566 - 10-22-2019/ QC
Roll No. 30457 - 05-09-80
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