

BOARD DIVERSITY POLICY AND BOARD MATRIX

The Company adheres to a process of selection to ensure an appropriate mix of competent directors and officers. The Company values, promotes and observes a policy on diversity in the composition of its Board of Directors. Provided that all other qualifications are met, the Company commits to have a diverse collection of directors, in terms of age, ethnicity, culture, skill, competence, knowledge, gender, among other qualifications.

To monitor progress in achieving the Board’s diversity objectives, the Corporate Governance Committee shall use a Board Matrix, which provides for the mix of attributes, skills, competencies, experience and affiliations, the Board currently has and is looking for to complement its existing composition. The Board Matrix reflects the areas relevant to the Company’s strategic objectives, as well as other areas of general relevance to the composition of the Board.

Strategic Objectives/Priority Areas	Board Matrix	✓
<p>2GO is the largest, end-to-end logistics solutions provider in the Philippines. It drives the fast, reliable, safe and efficient movements of peoples and goods across the country, facilitating the Philippine growth story and creating value for its stakeholders.</p> <p>The Company is focused on the following:</p> <ul style="list-style-type: none"> • To capture the enormous opportunity for growth in the Philippine logistics sector; based on demographics and economic growth, regional development and the potential of e-commerce. • For 2GO to be the best positioned to address the complexities of Philippine logistics with its nationwide coverage, logistics assets, extensive customer touchpoints, a strong brand and a proven track-record. • To expand and integrate 2GO’s on-shore and off-shore assets to build scale, drive operational efficiencies and provide value-added services. • To further develop the highest standards of governance, safety and responsible operations. 	General Attributes:	✓
	Gender Diversity: Mix of male/female directors	✓
	Age Diversity: Directors aged from 40 – 80 yrs.	✓
	Cultural Diversity: Directors from other cultures	✓
	Expertise/Background/Experience:	✓
	Accounting/Audit/Internal Control	✓
	Asset Management	✓
	Corporate Governance/Compliance	✓
	Finance	✓
	Logistics/Transportation Management	✓
	Risk Management	✓
	Sales/Marketing	✓
	Affiliations:	✓
	Advocacy Groups	✓
	Logistics Management Groups	✓
	Transportation Groups	✓
SMEs	✓	