

BOARD DIVERSITY POLICY

The **KASAGANA-KA Mutual Benefit Association Inc.** (KMBA) values the benefits that diversity can bring to its board of trustees (the “Board”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Diversity on the Board also demonstrates the Organization’s commitment to diversity at all levels within the Company.

KMBA is also committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, the KMBA seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Organization operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, KMBA will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board. For purposes of this policy, diversity includes business experience, geography, age, gender, visible minorities, Aboriginal peoples, persons with disabilities, sexual orientation and other personal characteristics.

Board of Trustees for the year 2020

Name	Gender	Position	Term
Enriqueta V. Navarro	Female	President	3 yrs
Alma D. Gilbaliga	Female	Vice-President	3 yrs
Jonalyn T. Andres	Female	Secretary	3 yrs
Lilibeth C. Molina	Female	Treasurer	3 yrs
Teresita D. Padel	Female	Member	3 yrs
Rita T. Dela Cruz	Female	Member	2 yrs
Jenifer L. Abao	Female	Member	2 yrs
Philip Arnold P. Tuaño	Male	Independent Board	3 yrs
Atty. Maria Cleofe Gettie C. Sandoval	Female	Independent Board	3 yrs