

I. OBJECTIVE

This Policy document aims to:

- Uphold the rights of all individuals in the Company's ecosystem to fair, respectful, and equitable treatment.
- Eliminate discrimination and bias in all Company systems, practices, and decision-making processes.
- Foster a culture of inclusion and belonging that supports diverse talents and perspectives.
- Provide clear guidance and accountability for achieving DEI objectives, grounded in internationally accepted labor, human rights, and sustainability frameworks.

II. SCOPE AND LIMITATIONS

This policy applies to all Company employees, management trainees, cadets, interns and job applicants, and its subsidiaries. This also extends to clients, vendors, merchants, partners, and beneficiaries in the context of their dealings with the Company. It covers the full spectrum of our operations including recruitment, talent management, learning and development, employee engagement, culture-building, and supplier relationships.

For employees, the provisions are mandatory as part of their employment obligations. For external stakeholders, the Company expects alignment with the principles of this policy, which may be reflected in contracts, partnership agreements, or codes of conduct. While not enforceable in the same way as employee obligations, failure to observe these principles may affect business or partnership with the Company.

III. DEFINITIONS

Terms/Abbreviations	Definition
Company	Refers to Globe Fintech Innovations, Inc. (GFI), or Mynt
Company's ecosystem	All stakeholders listed in Section II (Scope and Limitations), including any other parties, such as shareholders or the communities where the Company operates.
Inclusivity	Policy of not excluding members or participants on the grounds of gender, sexual orientation, marital status, race, nationality, ethnic and national origin, disability, age, affiliation, religious beliefs, medical/mental health condition(s), and location.
Diversity	Policy of inclusion among individuals representing more than one gender, sexual orientation, marital status, race, nationality, ethnic and national origin, disability, age, affiliation, religious beliefs, medical/mental health condition(s), and location.
Direct Discrimination	Occurs when one person is treated less favorably, or in a different manner than another on grounds relating to gender, sexual orientation, marital status, race, nationality, ethnic and national origin, disability, age, affiliation, religious beliefs, medical/mental health condition(s), and location, other than for a bona fide occupational qualification.
Indirect Discrimination	Occurs where a requirement is imposed which applies, or otherwise can only be complied with by a

	smaller proportion of persons of a particular gender, sexual orientation, marital status, race, disability, age, affiliation, religion, medical/mental health condition(s), or location, as compared to persons in another group, which distinction is not objectively justifiable in the given situation. These examples of discrimination are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy: • Seeking job applications only from persons below 25 years old, and with 3 years of post-graduate work experience. • Using qualification standards, employment tests, or other selection criteria that screen out or tend to screen out a specific group of people, unless such standards, tests, or other selection criteria are shown to be job-related and consistent with business necessity, and evidence of such business necessity is formally documented and retained by the People and Purpose Team.
Talent Acquisition	Strategy on finding, attracting, hiring, growing and retaining top talents for the Company's growth and competitiveness.
Employees	All the workforce members of the Company.
Management Trainees	Targeted hires recruited to work and train alongside managers and executives in preparation for their leadership and management roles in the Company.
Cadets	Target hires recruited for their technical backgrounds and qualifications, and trained by subject matter experts in preparation for their technical roles in the Company.

Interns	Students hired for on-the-job training to support the Company's business operations, while they fulfill their course requirements and gain work experience.
Subsidiaries	Business entities or corporations that are either fully owned or partially controlled by another company, known as the parent company
Clients	Individual proprietors, small and medium enterprises, corporations, and other organizations doing business via the products and services of the Company.
Vendors	Suppliers who provide material, technical, and manpower services for the Company's business and operations.
Merchants	A type of client or vendor that supplies specific merchandise or materials to the Company for its business and operations.
Partners	Groups or individuals, outside of clients, merchants, and vendors, who support the programs and initiatives of the Company through material, financial, educational, promotional, and manpower assistance.
Beneficiaries	Individuals, groups, or communities that receive support and assistance from the Company through its various social, educational, and environmental outreach activities.
Applicants	Individuals who formally apply for employment with the Company.
GRI (Global Reporting Initiative) Standards	A global framework for sustainability reporting that helps organizations communicate their economic,

	environmental, and social impact. Facilitates transparency and accountability, enabling stakeholders to assess an organization's sustainability performance and impact.
United Nations Sustainable Development Goals (SDGs)	A global blueprint of seventeen (17) goals to achieve sustainable development by addressing social, environmental, and economic challenges.
United Nations Global Compact (UNGC)	A voluntary initiative that encourages businesses and organizations worldwide to align their strategies and operations with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.
International Labour Organization (ILO) Standards	A set of legal instruments established by the International Labour Organization (ILO) that define basic principles and rights at work, aiming to promote fair, safe, and equitable conditions of employment and decent work for all.
Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises	A comprehensive set of recommendations by the Organisation for Economic Co-operation and Development (OECD) providing principles and standards for responsible business conduct in areas such as human rights, labor, environment, anti-bribery, and disclosure for multinational enterprises operating globally.
Davos Manifesto 2020	A set of guiding principles issued by the World Economic Forum that defines the purpose of a company as one that engages all its stakeholders to create shared and sustainable value for society and the planet.

IV. ROLES AND RESPONSIBILITIES

Role	Responsibilities
Chief Executive Officer (CEO)	Govern and oversee this Policy, ensuring that it is aligned with corporate strategy and values
Leadership Team and Management Team	The Leadership Team and the Management Team members act as the Diversity, Equity, and Inclusion Champions of the Company. They are responsible for ensuring the implementation and application of this policy within and outside the organization. In particular, their responsibilities cover, but are not limited to, the following provisions: - Promote equitable opportunities, inclusivity, and non-discrimination of all employees - Ensure equity, inclusivity, and non-discrimination of management trainees, cadets, applicants, interns, clients, vendors, merchants, and partners - Identify and remove discriminatory attitudes and practices within the organization - Raise the awareness level of the employees, staff, clients, beneficiaries, and applicants as regards this policy - Deal fairly and act urgently on any discriminatory issue raised by the employees, management trainees, cadets, applicants, interns, clients, vendors, merchants, and partners - Support and contribute to the

	implementation, monitoring, review, evaluation, and improvement of this policy's provisions. Provide a framework to identify and eliminate all barriers to equal opportunities in recruitment, hiring, training, promotion and retention of personnel • Be aware of the diverse needs of the organization, its employees, management trainees, cadets, applicants, interns, clients, vendors, merchants, and partners. and support them appropriately
People Managers	• Lead by example by consistently demonstrating and reinforcing inclusive, respectful, and appropriate behaviors that align with the Company's DEI values • Create an open environment where employees feel comfortable raising concerns regarding discrimination, harassment, or unfair treatment without fear of retaliation • Monitor direct reports' adherence to the policy, and promptly report any violations, ensuring they are addressed in a timely and effective manner • Proactively identify and address any signs of discrimination, bias, or inequity within their teams • Foster a workplace where all employees feel valued, supported, and heard, encouraging diverse perspectives and collaboration
Employees	• Read and support this policy, adhere to its provisions, and ensure that the principles of DEI, and non-discrimination in the workplace are upheld

	• Treat colleagues, clients, partners, beneficiaries, applicants, and other stakeholders with dignity and respect • Promote diversity, equity, and inclusivity, and non-discrimination in the workplace, and support all initiatives and interventions of the Company in this regard.
Corporate Affairs	• Ensure the DEI policies are incorporated into corporate governance initiatives, and aligned with regulatory requirements and community needs
Legal Team and Compliance Team	• Ensure that DEI policies and programs adhere to global standards and industry regulations
People and Purpose Team	• Champion DEI strategy and integration within the Company by embedding DEI across all people programs, policies, and workplace practices, including full implementation of this Policy • Promote awareness and capacity building for employees • Facilitate employee engagement and feedback by offering channels for employees to share feedback and report DEI-related concerns • Drive continuous improvement of programs by evaluating effectiveness, sharing progress (e.g., metrics and targets), and recommending enhancements
Sustainability Team	• Work closely with the People and Purpose Team to jointly refine policies and incorporate industry and global best practices that strengthen DEI performance within Company

	operations • Ensure initiatives and programs are aligned with leading sustainability standards and frameworks • Cover in the Company's sustainability report disclosures related to DEI programs and policies
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V. POLICIES

1. Key Principles of Diversity, Equity, and Inclusion Policy

1.1. The Company's approach to diversity, equity, and inclusion is grounded in respect, fairness, and belonging — integrating these values into all operations to ensure equal opportunities, value individual differences, and foster a workplace where everyone can thrive.

1.2. The Company upholds a strict policy of non-discrimination, ensuring that no employee or applicant is treated unfairly on the basis of race, color, sex, religion, political opinion, national or social origin, or any other status protected under international labor standards.

1.3. The Company ensures strict implementation of DEI Policy across the following key impact areas:

1.3.1. Talent Acquisition

1.3.1.1. Talent Acquisition shall exercise the Company's commitment for non-discrimination providing equal employment opportunities for all individuals, irrespective of their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected status.

1.3.1.2. Talent Acquisition shall provide platforms to declare and implement proactive measures to ensure equal opportunities for all,

including underrepresented minorities, women, individuals with disabilities, and other protected groups.

1.3.1.2.1. Proactive measures related can include but are not limited to targeted sourcing, unconscious bias mitigation training for interview panels, and structured, objective evaluation criteria to ensure a merit-based recruitment process, while fostering diversity and inclusion across levels of the organization.

1.3.1.3. The recruitment process shall be accessible to all candidates, including those with disabilities. If an applicant requires accommodations at any stage of the application or interview process, the candidates have the option to raise concerns and request reasonable accommodations with Talent Acquisition and/or Hiring Team to discuss their needs confidentially.

1.3.1.4. Talent Acquisition shall monitor and assess the recruitment and hiring processes to identify and address any potential biases. Regular reviews, audits, and analysis of diversity metrics shall be conducted by internal governing bodies to ensure equal employment opportunities.

1.3.1.5. Policies concerning human rights, anti-discrimination, and diversity, equity, and inclusion (DEI) will apply as supplementary measures.

1.3.1.6. In compliance with the Anti-Age Discrimination Act (Republic Act 10911 of 2017), the Company shall accept and process applicants regardless of age. Standard hiring criteria with focus on competencies and job fit shall be applied across all job levels and positions.

1.3.2. Learning and Development

1.3.2.1. Employees will be given appropriate learning and development opportunities regardless of gender, sexual orientation, marital status, race, nationality, ethnic and national origin, disability, age, affiliation, religious beliefs, and location.

1.3.3. **Culture-Building and Engagement**

1.3.3.1. Members of the organization will be part of any culture-building and engagement initiatives, and will be encouraged to participate, regardless of gender, sexual orientation, marital status, race, nationality, ethnic and national origin, disability, age, affiliation, religious beliefs, medical/mental health condition(s), and location.

1.3.3.2. As applicable, employee dependents and family members will be invited in community activities initiated by the Company where such activities contribute to organization culture and social engagement.

1.3.3.3. Organization members will be encouraged to pursue group interests and passion activities that promote inclusivity, collaboration, and well-being within the workplace. Such groups may include but are not limited to those focused on professional development, wellness, volunteerism, social responsibility, and shared hobbies.

2. Communication and Training

2.1. The Company, through the People and Purpose group, shall provide mechanisms for its members to communicate openly, to express their feedback and suggestions, to report activities and behaviors that run counter to the provisions of this policy, to hear and investigate complaints and grievances, and to implement corrective actions.

2.2. The Company integrates DEI awareness and education across the employee lifecycle:

2.2.1. **New Hire Orientation:** DEI training is part of the onboarding experience for all new employees.

2.2.2. **Ongoing DEI Learning:** Includes modules on unconscious bias, inclusive leadership, accessibility, gender sensitivity, anti-discrimination, harassment, and micro-aggression, which includes tools for micro-interventions and allyship.

2.2.3. Leadership and Functional Training: Provided to all employees of the Company.

3. Due Diligence and Remediation

3.1. Any employee, supplier, and even third parties may report suspected violations of the DEI Policy Commitment and other Company ethical standards by employees, officers, directors, suppliers, and partners.

3.2. The Company offers the following reporting mechanisms:

3.2.1. Incident Report Process – For regular DEI-related concerns and violations, employees and stakeholders are encouraged to use the Company’s incident report process, which enables timely handling, monitoring, and resolution of issues at the appropriate organizational level. Employees can email and document incident reports to their Group HR Business Partner.

3.2.2. Whistleblowing Platform – For severe, sensitive, or extreme cases, including those requiring anonymity or independent escalation—individuals may use the secure Whistleblowing Platform, operated in accordance with the Company’s Whistleblower Policy.

3.2.3. Non-formal Complaints – Concerned employees may also report DEI-related concerns and cases to their Immediate Supervisor, Group Head, HR Business Partner (HRBP), or other HR representatives. A documentation of the complaint will follow after a report has been made by an employee to a responsible party.

3.2.3.1. For all non-formal complaints, the responsible party (e.g., Immediate Supervisor, Group Head, HRBP, etc.), must record the complaint and lodge it in the tracker maintained by the People and Purpose Team within two (2) business days of the report. The tracker ensures consistent documentation, adherence to investigation timelines, and centralized monitoring for audit and legal defense purposes.

3.2.3.3. Failure to promptly document a complaint is considered a violation of this Policy.

3.3. The Company ensures that its reporting mechanisms are safe, anonymous, accessible and confidential whistleblowing mechanism for individuals to report any DEI-related violations:

3.3.1. **Anonymous and Confidential Reporting:** Accessible via secure digital and offline platforms, operated in accordance with our Whistleblower Policy.

3.3.2. **Protection from Retaliation:** Any form of retaliation against whistleblowers or participants in investigations is strictly prohibited and will lead to disciplinary action, including possible termination.

3.3.3. **Investigation and Remediation:** Reported incidents will be promptly, fairly, and thoroughly investigated. Where wrongdoing is established, the Company will provide appropriate remedies or corrective actions.

3.4. Where the Company has been found to have caused or contributed to adverse impacts related to the provisions of this policy commitment, it will provide for, or cooperate in the remediation.

3.5. The Company also regularly assesses risks and impacts to human rights across the value chain. To achieve this, we engage stakeholders in order to identify their interests and concerns and develop strategies to address these. Further procedures will be developed to support this. Moreover, the Company shall monitor and report on human rights impacts through dialogues with affected stakeholders and/or through formal reporting.

3.6. For further information on the due diligence processes within the Company, please review the company's Incident Reporting Guidelines and the Whistleblowing Policy.

4. Monitoring and Reporting

4.1. The Company shall monitor, evaluate, and report progress on DEI through:

4.1.1. Regular audits of employment practices;

4.1.2. Collection and analysis of disaggregated workforce and supplier data (while ensuring data privacy);

4.1.3. Inclusion of DEI indicators in the annual sustainability report; and,

4.1.4. Engagement surveys and feedback loops to capture the lived experiences of employees and stakeholders.

5. Review of Policy

5.1. The Company shall review this Policy annually, or as needed, in response to organizational changes, emerging DEI risks, or updates to applicable laws and international standards.

5.2. Reviews will be coordinated by the People and Purpose Team, with input from management and key stakeholders.

VI. ANNEX

Citations

1. UN Standards of Conduct for Tackling Discrimination against LGBTI Individuals

- *Respect Human Rights: "Uphold the human rights of LGBTI individuals within your company's sphere of influence."*
- *Eliminate Discrimination: "Ensure there is no discrimination in recruitment, employment, working conditions, or benefits for LGBTI employees and stakeholders."*
- *Provide Support: "Create a positive and affirmative work environment where LGBTI employees can work with dignity and without stigma."*
- *Prevent Other Human Rights Violations: "Actively prevent discrimination against LGBTI suppliers, distributors, or customers and use your influence to discourage it in your business partners' operations."*
- *Act in the Public Sphere: "Use your company's position to contribute to stopping human rights abuses by advocating for equality, supporting LGBTI organizations, and challenging abusive government actions in the countries where you operate."*
 - These standards urge companies to foster an inclusive environment for all, protect LGBTI and marginalized groups, and actively promote equity and respect beyond their operations.

2. UN Global Compact

- **Principle 6:** “Businesses should uphold the elimination of discrimination in respect of employment and occupation.”
 - This principle ensures that companies eliminate discrimination in all aspects of employment and uphold equal opportunity by basing decisions solely on merit, fostering inclusive workplaces, and promoting fairness for all employees.

3. International Labour Organization (ILO) Standards

- **C100: Equal Remuneration Convention (1951)**
 - This convention ensures that men and women receive equal pay for work of equal value, promoting fairness and gender equity in compensation.
- **C111: Discrimination Discrimination (Employment and Occupation) Convention (1958)**
 - This convention guarantees equality of opportunity and treatment by prohibiting discrimination based on race, gender, religion, or social origin.
- **C156 – Workers with Family Responsibilities Convention (1981)**
 - This convention ensures that workers with family duties have equal access to employment and career advancement without bias or penalty.
- **C159 – Vocational Rehabilitation and Employment (Disabled Persons) Convention (1983)**
 - This convention promotes inclusion and equal employment opportunities for persons with disabilities through accessible and supportive work environments.
- **C169 – Indigenous and Tribal Peoples Convention (1989)**
 - This convention upholds the rights and participation of Indigenous and Tribal Peoples, ensuring respect for cultural diversity and self-determination in the workplace.
- **C190 – Violence and Harassment Convention (2019)**
 - This convention guarantees the right of all workers to a safe, respectful, and harassment-free workplace that upholds dignity and equality.

4. OECD: OECD Guidelines for Multinational Enterprises

- **Chapter V: Employment and Industrial Relations, Paragraph 1:** *“Be guided throughout their operations by the principle of equality of opportunity and treatment in employment and not discriminate against their workers with respect to employment or occupation on such grounds as race, colour, sex, age, religion, political opinion, national extraction or social origin, persons with disabilities or other status, unless selectivity concerning worker characteristics furthers established governmental policies which specifically promote greater equality of employment opportunity or relates to the inherent requirements of a job”*
 - The Company upholds the OECD Guidelines, particularly on responsible business conduct in employment, human rights, and anti-discrimination. This includes embedding diversity and inclusion practices across our operations, engaging with stakeholders transparently, and ensuring accountability through due diligence and reporting mechanisms.

5. The Davos Manifesto 2020: The Universal Purpose of a Company in the Fourth Industrial Revolution

“ii. A company treats its people with dignity and respect. It honours diversity and strives for continuous improvements in working conditions and employee well-being. In a world of rapid change, a company fosters continued employability through ongoing upskilling and reskilling.”

This declaration ensures that companies honor diversity, treat all employees with dignity and respect, and integrate inclusion and equity as essential pillars of sustainable business practice.

6. GRI Standards: Market Presence, Employment, Diversity and Equal Opportunity, Training and Education, Non-discrimination

- **GRI 202: Market Presence** (*GRI 202-1: Ratio of standard entry-level wage by gender compared to local minimum wage, GRI 202-2: Proportion of senior management hired from the local community*)
 - This standard encourages equitable pay structures and access to leadership opportunities for local and underrepresented talent.

- **GRI 401: Employment** (*GRI 401-1: New employee hires and turnover by age, gender, and region, GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees, GRI 401-3: Parental leave*)
 - This standard promotes inclusive hiring, fair benefits, and family-friendly policies to ensure equal treatment of all employees.
- **GRI 404: Training and Education** (*GRI 404-1: Average training hours per employees, GRI 404-2: Programs for upgrading employee skills, GRI 404-3: Regular performance and career reviews*)
 - This standard guarantees all employees have access to learning, upskilling, and career development pathways.
- **GRI 405: Diversity and Equal Opportunity** (*GRI 405-1: Diversity of governance bodies and employees, GRI 405-2: Ratio of remuneration of women to men*)
 - This standard strengthens workforce diversity, equitable representation, and gender pay parity across all levels.
- **GRI 406: Non-discrimination** (*GRI 406-1: Incidents of discrimination and corrective actions taken*)
 - This standard reinforces inclusion and accountability by ensuring zero tolerance for discrimination, transparency in incident handling, and continuous improvement toward a safe, respectful workplace.

7. United Nations Sustainable Development Goals (SDGs): SDG 4, SDG 5, SDG 8, SDG 10

- **SDG 4: Quality Education:** *“Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.”*
 - This goal ensures that the Company promotes equal access to learning and development opportunities, empowering all employees to reach their full potential regardless of background.
- **SDG 5: Gender Equality:** *“Achieve gender equality and empower all women and girls.”*

- This goal ensures that the Company promotes gender equality and prevents discrimination based on gender or identity in all aspects of employment and leadership.
- **SDG 8: Decent Work and Economic Growth:** *"Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all."*
 - This goal ensures that the Company fosters fair, inclusive, and equitable employment practices that uphold dignity, safety, and opportunity for all.
- **SDG 10: Reduced Inequalities:** *"Reduce inequality within and among countries."*
 - This goal ensures that the Company actively reduces workplace inequalities by promoting inclusion, equal opportunities, and respect for diversity across all of its operations.

8. Philippine Laws

In addition to international standards, the Company affirms its commitment to align with and comply with relevant Philippine laws that uphold diversity, equity, and inclusion, including but not limited to:

- **Republic Act No. 10911 – Anti-Age Discrimination in Employment Act**
- **Republic Act No. 9710 – Magna Carta of Women**
- **Republic Act No. 7277 (as amended) – Magna Carta for Disabled Persons**
- **Republic Act No. 11313 – Safe Spaces Act**
- **Republic Act No. 11166 – Philippine HIV and AIDS Policy Act of 2018**

These laws reinforce the Company's DEI objectives by ensuring non-discrimination in recruitment, promotion, compensation, and benefits; providing equal opportunities to all; safeguarding employees and stakeholders against harassment; and promoting a safe, inclusive, and accessible workplace for diverse communities.