



## **BOARD ORIENTATION AND CONTINUING EDUCATION POLICY**

### **1. Purpose**

This policy establishes a structured orientation and continuous education program to ensure all members of the Board of Directors maintain and update the knowledge, skills, and current information necessary to discharge their fiduciary duties, provide effective oversight, and advance the long-term success of House of Investments, Inc.

### **2. Scope**

This Policy applies to all Directors of House of Investments, Inc., including executive, non-executive, and independent. It governs the orientation, training, and continuing education of Directors to ensure that each member of the Board is adequately informed about the Company's operations, governance framework, risks, and strategic direction.

### **3. Responsibility**

The Corporate Governance, Nomination, and Related Party Transactions Committee, in coordination with the Compliance Officer, the Corporate Secretary, and Investor Relations, is responsible for implementing the orientation program for new Directors and the continuing education of the Board.

### **4. Orientation for New Directors**

The Orientation Program shall provide newly appointed Directors with an overview of the Company's overall operations and its engagement with key partners and stakeholders. The Corporate Secretary, in coordination with the Compliance Officer, and Investor Relations shall be responsible for implementing the Orientation Program.

As part of the orientation, the Corporate Secretary shall furnish the newly appointed Directors with comprehensive briefings and reference materials. These materials may cover, but are not limited to, the following topics:

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- a. Overview of the Company, including its business model, core activities, and key operating segments;
- b. The Company's Vision, Mission, and Core Values;
- c. The organizational and functional structure of the Company;
- d. The Company's corporate governance framework, including the Board Charter, key governance policies, committee structures, and director responsibilities; and
- e. Recent developments, significant events, and current reports relevant to the Company's performance and operations.

## **5. Continuing Education Program for Directors**

The Company shall ensure that all Directors receive continuing governance education to maintain the effectiveness, competence, and integrity required in the performance of their duties.

### **a. Scope and Content of Training**

The continuing education program shall include, at a minimum, corporate governance-related topics that support the ongoing effectiveness of the Board. These topics may cover:

- Corporate governance principles and best practices, including relevant local and international frameworks;
- Regulatory and compliance updates applicable to the Company's industry and operations;
- Developments in economic trends, sustainability matters, and risk management;
- Board responsibilities, financial oversight, compliance and ethics, and other governance-related matters identified through the Company's training needs assessment;
- Any additional subjects deemed necessary by the Company to enhance leadership capability, promote sound governance, and strengthen effective stewardship; and
- Any further governance-related topics that may become required or standard practice under future legal, regulatory, or industry developments.

The Compliance Officer shall maintain an annual training budget to support this commitment.

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**b. Annual Training Requirement**

All members of the Board are required to complete at least one (1) corporate governance training session each calendar year. Such training aims to reinforce their understanding of governance principles and emerging developments relevant to the Company and its operations.

**6. Attendance, Recordkeeping, and Reporting**

The Compliance Officer shall maintain a record of director training, including dates, topics, hours, and supporting documents.

Directors who attended the required training/seminars through the SEC-accredited training providers shall promptly submit a copy of the Certificate of Attendance issued by the said external training provider/s.

Directors' training attendance and hours are reported annually to the Corporate Governance, Nominations & Related Party Transactions Committee and disclosed in the annual report or on the Company website, as appropriate.

Non-compliance may be addressed by the Board; repeated non-attendance may affect committee assignments or renomination.

**7. Effectivity**

This Policy shall take effect upon approval by the Board of Directors and shall remain in force unless amended or superseded by subsequent policies or guidelines.

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