

HEALTH, SAFETY AND WELFARE POLICY

Philtrust Bank believes that its employees are its most valuable asset. Therefore, to nurture employment satisfaction and loyalty, the Bank commits to promote its employees' health, safety, and welfare by maintaining safe working environment; creating policies and programs that ensure the safety and physical well-being of employees; and providing employees with opportunities for learning and development. The Bank's Health, Safety and Welfare Policy outlines the policies and programs for the development and safety of all its employees.

Maintaining safe working environment. This includes, among other measures, regular visitation and inspection of offices and branch units to ensure that fire protection systems are in place, and working premises are clean and conducive for work; conduct of fire and earthquake drill to ensure the preparedness of employees in the event of calamity; and adoption of a Business Continuity Plan to ensure that business operations will be continuously and safely conducted after an actual calamity or disaster.

Ensuring the health and safety of employees. Employees' health and safety are promoted through adoption of policies ensuring a workplace that is drug-free and sexual harassment-free, as well as development of programs on team building and health care, such as health insurance coverage from reputable health providers.

Training and development of employees. The Bank is required to adopt policies and guidelines for employees' training and development.