

### **Customer Health and Safety**

For Healthy and Safety of its Employees, the Company has undertaken the following activities to implement its Policy on Customer Health and Safety:

- Allianz PNB Life maintains 1 retainer physician who visits the office once a week for 4 hours/visit.
- Allianz PNB Life provides a comprehensive health care plan (Maxicare HealthCare Corporation) to all its regular employees.
- Regular employees are entitled to vacation leave of at least 15 days/year, with pay to give them time to rest and recharge in order to become more productive and effective in their work.
- Allianz PNB Life is committed to promote the physical, social and mental wellbeing of its employees. It aims to provide a workplace free from discrimination and all forms of physical, sexual and psychological abuse including harassment, bullying and intimidation. It is committed to maintain a positive, harmonious and professional work environment with due importance accorded to occupational health and safety of the employees and customers.

Source: HR Policy on Customer Health and Safety