

### **Policy on Health, Safety, and Welfare of Employees**

- Non-Discrimination/Feedback learning Culture/Professional Development based upon Performance and Potential

Allianz PNB Life does not tolerate discrimination or harassment in the workplace based on criteria such as age, disability, ethnic origin, gender, race, political attitude or workers' representative activities, religion or sexual orientation. Allianz PNB Life fosters a learning culture in which feedback from all stakeholders is encouraged and appreciated. The main criteria for professional development are performance and potential of employees.

- Drug-Free Workplace

Drug abuse in the workplace creates serious problems. It has a negative effect on productivity because it could lead to increased absenteeism, on the job accidents, incidents of criminal and fraudulent activity, and adverse effect on corporate image.

Possession, sale, non-prescriptive use, distribution, dispensation, manufacture, or transfer of any controlled substance is prohibited at Allianz PNB Life.

Source: Page 1 (Item 2) and Page 6 (Item 20) of the Allianz PNB Life Code of Conduct