

Health and Safety/Environmental Matters Policy

A sound environmental, health and safety performance contributes to the Company's competitive strength and benefits its customers, shareholders and Employees. Employees are therefore expected to conduct operations on behalf of the Company with the highest regard for the quality of the environment. Translated into day-to-day activities, that means reporting unsafe working conditions, using resources efficiently, recycling as appropriate, handling any hazardous materials properly and handling and disposing of all materials and waste according to applicable laws and Company policies.

Maintaining a secure workplace safeguards the Company's Employees, information and property. The Company intends to comply with all laws and standards established by appropriate federal, state, and local governments and agencies respecting discharges into water sources or the atmosphere or the disposal of solid and hazardous wastes.

Philippine Estates Corporation recognizes that the effectiveness and efficiency of the country's health care system affects everyone. In the current system, health insurance is predominantly provided by employers. However, as costs increase, employers are finding it more and more difficult to provide comprehensive coverage to their employees and still remain competitive in the marketplace. Although we believe any solution must preserve flexibility for employers to meet business needs, aspects of the current system are in need of reform and the following principles should be incorporated in any new legislative strategy for the country's health care system.

- Affordable health care should be available to all individuals and families.
- Health care coverage should be continuous.
- The health insurance strategy should be affordable and sustainable for society and be determined through a collaborative effort between all interested parties – individuals, business and government.
- Health insurance should enhance health and well-being by promoting access to high-quality care that is effective, efficient, safe, timely, patient-centered and equitable.