

2) Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section? (updated = 2015)

Yes. The Bank's corporate social responsibility (CSR) programs are under the purview of the Office of the President of the Bank. The Bank has implemented the following CSR programs in 2014 and 2015:

For the Year 2015:

- Young & Empowered Students for the Philippines (YESPH)
- Pagtutulungan ng Bayan Outreach Projects
  - medical/funeral assistance to PNB employees and their families
  - cash assistance to employee-victims of Typhoon Lando
- PNB-Tan Yan Kee Foundation, Inc. Partnership - TESDA Tacloban Motorcycle Repair Training

For the Year 2014:

- PNB Greener Path Project of NLEX
- Dr. Lucio Tan Legacy Forest Project
- Greener Project in Negros Oriental
- UPLB Coco-peration
- Tacloban Mangrove Project
- Assistance to Tacloban Elementary School
- Books Across the Seas Project
- Assistance to Sister of Mary Girstown Students
- PNB Gives Relief Goods to Caloocan Fire Victims
- PNB-PMAP Med Mission (Pagtutulungan ng Bayan)
- Typhoon Glenda/Mario (Pagtutulungan ng Bayan)
- Little Angels Home (Pagtutulungan ng Bayan)
- Donation to Tan Yan Kee Foundation

3) Performance-enhancing mechanisms for employee participation.

(a) What are the company's policy for its employees' safety, health, and welfare?

PNB recognizes and values its employees as its greatest asset. PNB also believes that the promotion of employee welfare can create happy, loyal and productive employees.

Therefore, PNB has institutionalized programs and policies that protect, enhance and nurture employees' health, safety and general welfare and the giving of awards/recognition through the following:

➤ Wellness/Insurance

- Coverage under a health care maintenance program (including employees' qualified dependents)
- Coverage under a group term life and accident insurance
- Conduct of annual physical exam; provision of gyms, badminton and basketball courts; grant of discounted rates for immunization/vaccination and other health/wellness products; conduct of lectures/fora on first aid, fitness/nutrition/diet, stress management and the like; conduct of annual fun runs and different sports tournaments
- Clinic with doctors, nurses and dentist to provide free medical and dental services and free medicines (pain reliever, anti-allergies, antibiotics, antispasmodic, anti-diarrhea etc.) at the Head Office; and provision of medicine cabinets/first-aid kits in branches

➤ General Welfare

- Annual Team Building activity for each Group/Unit/Branch and socialization events that promote camaraderie among employees such as Bank Anniversary and Christmas party
- Support and recognition to various clubs/associations/cooperative organized by employees that promote, encourage and conduct civic, social, cultural and sports activities, as well as savings and loan facilities among its members and provision of mini-grocery at the Head Office
- Chapel for spiritual meditation, worship and Eucharistic celebration (daily masses)
- Financial assistance and special moratorium on payment of employee fringe benefit loans for employees affected by calamity/natural disaster
- Scholarship for employees' qualified children
- Free shuttle bus service for Head Office employees (Macapagal Boulevard - Buendia LRT and EDSA-Taft MRT stations routes and back)
- Canteen with subsidized food rates and coffee shop at the Head Office
- Free parking space at the Head Office
- Employee Communications Program which includes: provision of bulletin boards; suggestion boxes; public announcement system; Intranet (e-mail) and on-line newsletters that disseminate Bank policies, corporate updates, job vacancies including tips on health and wellness as well as pointers on being prepared and safe before/during/after natural calamities (earthquake, typhoon, fire and floods)
- Special interest and foreign exchange rates and waiver of annual fee of the Bank's credit card for employees
- Office uniforms