

## **Compliance with Intellectual Property Rights**

### **Anti-Piracy and Illegitimate Software**

Philippine National Bank does not, in any way, condone the use of unlicensed software more importantly for official Bank transactions and communications. As such the bank has taken steps to ensure that only legitimate softwares or systems installed in all bank-owned computers are legally acquired.

### **Policy on Acceptable Use**

In compliance with the Bangko Sentral ng Pilipinas (BSP) Cir. 808 and related regulations, support the Bank's Information Asset Management Policy and mitigate risks associated with virus attacks, hacking incidents, fraudulent activities/communications and the like, the bank has established the acceptable and unacceptable use of bank's computers and system and provided guidelines and necessary awareness to all employees.

### **Information Security Policy on Asset Management, System Acquisition and Human Resources Security**

The bank has established guidelines to supervise and monitor all acquisition and outsourced software developments to ensure adherence to the Information Security Policy. As such, whenever software development is outsourced, the bank considers many factors like licensing/maintenance agreements, codes ownership and intellectual property rights. The bank has taken steps to ensure compliance by all employees to their information security responsibilities. Further, all employees, contractors and third-party personnel engaged by the Bank are required to sign a formal undertaking regarding the intellectual property rights of works to be undertaken by them during the terms of their employment or contract with the Bank. All intellectual property rights of works done by personnel of the Bank as part of their normal or other duties are owned by the Bank.