

PHILIPPINE BRITISH ASSURANCE COMPANY, INC.

POLICY ON DIVERSITY

Philippine British Company, Inc. aims to create a workplace that is fair and inclusive in order to attract and retain the best people for the job.

Philippine British's existing Corporate Social Responsibility effort has as its foundation our compliance with ethical labor practices by promoting equality and diversity in the workplace, treating all employees with respect and ensuring all business decisions relative to employment are made fairly.

The Company does not discriminate as to age, gender, marital status, political beliefs and religion. Philippine British hires employees with the end view of a long-term relationship with the Company but subject to performance requirements. We affirm our efforts to hire a diverse workforce including those from the LGBTQ Community, Solo Parents, PWDs and other groups. The policy has been communicated to employees across the organization to promote awareness and proactive management practices regarding workplace diversity and inclusion. These provisions are included in the Company's Policy on Recruitment.

This policy shall be effective immediately upon approval and shall remain in force unless otherwise changed, modified or altered.

PHILIPPINE BRITISH ASSURANCE COMPANY, INC.
 BOARD WORK DIVERSITY - 2021-2022

NAME	NATIONALITY	BOARD	GENDER	STOCKHOLDER	OFFICER	EXEC COMM
NELIA D. WONGCHUKING	Filipino	Chairman	F	Y	N/A	
ROSARIO W. CUYEGKENG	Filipino	Member	F	Y	President & CEO	C/Member
ERNEST KENNETH S. CUYEGKENG	Filipino	Member	M	Y	N/A	
IAN PHILIPPE W. CUYEGKENG	Filipino	Member	M	Y	Exec Vice President and COO	C/Member
CHRISTOPHER KARL W. CUYEGKENG	Filipino	Member	M	Y	N/A	
JOSE Z. CLEMENTE	Filipino	Member	M	Y	N/A	
DIANNA LYNNE BAYSAC NATIVIDAD	Filipino	Member	F	Y	N/A	

Total Female Directors 3
Total Male Directors 4
7

Female Directors 43%
Male Directors 57%

Total Directors 100%