

**COMPANY POLICY AND DATA RELATING TO HEALTH, SAFETY AND WELFARE OF EMPLOYEES AND
COMPANY-SPONSORED TRAININGS**

The Company invests a high premium on the health, safety and welfare of its employees. It views its human resource as a primary asset of the Company and not a mere component of its factors of production. As such, it ensures that its employees enjoy all the statutory benefits granted by law. It also makes certain that their workplace is conducive to further their well-being. To develop more productive habits and where the premises would allow, the Company built a multi-purpose hall to serve as venue for employee activities such as wellness programs, sports and social/religious gatherings. Company-sponsored summer outings are a must, serving as a break from the confines of the workplace. All these are designed to nurture mental health of its employees.

To protect the health and safety of its employees, the Company obtained and maintains medical insurance coverage under an HMO provider for all its employees. It also established a clinic in its power plants or ensured first aid kits, protective paraphernalia such as hard hats, PPEs are available.

With regard to the further development of the technical skills of each employee, the Company sponsors trainings of its employees focused on their respective field of expertise such as engineering, accounting, law and finance.

It further adopted policies, guidelines and protocols to avoid the risks of COVID-19 transmission for strict compliance.

The Company is acutely aware of the contribution of each employee to the Company and it is only through a genuine concern of their well-being that their contribution is truly recognized.