



Philippines First Insurance Co., Inc.
ESTABLISHED 1906

WHISTLEBLOWER AND BREACH POLICY

The Whistle Blower program of the Company provides a formal mechanism and channel for directors, officers, employees, suppliers, business partners, contractors and sub-contractors, and other third parties to raise serious concerns about a perceived wrongdoing or questionable or unethical behavior or transaction, malpractice, or any risk involving the Company or any of its officers and employees. Philippines First Insurance Co., Inc. strictly prohibits any form of retaliation against those reporting concerns in good faith and guarantees that the whistleblower will be shielded or free from reprisals, harassment, or disciplinary action.

Suspected breaches of the Philippines First Insurance Co., Inc. Code of Conduct must be promptly reported to the Compliance Officer, Head of Human Resources, or to the Chief Operations Officer.

Alert hotline number for a suspected breach:

892-8888

Local 159 – Compliance Officer compliance@philfirstinsurance.com.ph

Local 161 – HRD Manager hr@philfirstinsurance.com.ph

Local 108 – Chief Operations Officer mcnsingson@philfirstinsurance.com.ph