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|  |   | Issue No.               | Revision No.<br>0 |
| <b>HUMAN RESOURCES</b>   | Section:  | Effectivity/Print Date: |                   |
|  | Sub-section:<br><b>LBC Whistleblower Policy</b> |                         |                   |

LBC is committed to maintaining compliance with all applicable laws and regulations, accounting standards and controls, and audit practices. We encourage our associates to help maintain the company's integrity by reporting any misconduct or wrongdoing observed while in course of his duty.


To assist in this effort, any associate of the company may submit a complaint /report regarding questionable accounting or auditing matters, fraud, or violation of applicable laws to the management of LBC. These reports will be handled by the company's audit committee answerable to the board and its immediate stakeholders.

Any associate may send these reports or complaint in person or in writing, and may be anonymous, at the associate's discretion, through the following individuals or through the company website.

1. Mr. Enrique Rey (complete contact details)
2. Atty. John Paul Misa (complete contact details)

Associates are encouraged to provide as much detail and specific information as possible, including names, places, events, time, and other pertinent information stating why in the associates' perception it may be a misconduct or wrongdoing. The contact persons where reports are sent may or may not acknowledge the sender and the information sent to them which will depend on the nature of complaints and the information supporting it.

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| Approved by/ Date<br><br>Jhayner Bufi<br>Chief People Officer | Approved by/ Date<br><br>Miguel Camahort<br>President |
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Treatment of Complaints / Reports

The audit committee will determine whether the complaint actually pertains to corporate governance and compliance matters and will acknowledge receipt of the complaint.

1. The report will be treated with utmost confidentiality consistent with the need to conduct an adequate review and investigation.
2. The audit and compliance committee will provide prompt corrective action as warranted.
3. The company will not discriminate against any whistleblowing employee based on the good faith reporting of the complaints.
4. A fixed financial reward not exceeding P20,000 can be provided by the company to the individual who will report an anomaly depending on the comprehensiveness of the report and scope of the anomaly. Rewards will only be given to reports from identified whistleblower at the time of reporting.

**AMENDMENTS:**

The Company reserves the right and power to amend, modify, repeal and/or adopt new policy and/or procedures of the foregoing standard at any time if deemed necessary and applicable and approved by Management.

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