

**LBC EXPRESS HOLDINGS, INC.**  
**POLICY ON HEALTH, SAFETY AND WELFARE OF EMPLOYEES**

LBC Express Holdings, Inc. (the "Corporation") complies with all laws, rules and regulations relating to the health, safety and welfare of employees while continuously striving to provide benefits that are beyond the regulatory minimum mandated by law. The Company is committed in giving benefits that are at par with the best practices prevalent in the industry. Hence, the Human Resources (HR) Department of the Company conducts regular and continuous evaluation of existing policies through examination and comparison with established standards in the industry and through open dialogue with Corporation employees.

***HEALTH***

**ANNUAL PHYSICAL EXAM AND OTHER HEALTH RELATED BENEFITS**

To ensure that employees receive the appropriate preventive healthcare, employees are given access to annual comprehensive executive check-ups. Compliance with this requirement is closely monitored by the Company's HR Department. Routine physical exams are likewise available for the employees' dependents through the Company's Medical Insurance Provider.

**MEDICAL INSURANCE**

As component of its comprehensive medical and wellness program, the Company provides its regular employees and qualified dependents with Medical Insurance Coverage which affords each covered employee with in-patient and out-patient medical benefits and dental coverage.

***SAFETY***

**DISASTER PREPAREDNESS LECTURES AND DEMONSTRATIONS**

The Company conducts regular trainings, lectures and demonstrations on Disaster Preparedness. This initiative is intended to equip Corporation employees with the needed skill and knowledge in preparing and appropriately responding in times of calamities and disasters.

**EMERGENCY DRILLS**

The Company conducts regular fire and earthquake drills in coordination with the local government fire department, office building administrator and the partner rescue team.

***WELFARE***

In order to ensure the continuous personal and professional growth and development of its employees, the Company regularly conducts training programs that are open for all its employees.

**ADOPTION BY THE SUBSIDIARIES**

This Policy may be adopted by the relevant subsidiaries of the Corporation taking into consideration: (a) their relevant business needs and operations; and (b) the relevant laws of the place of their incorporation.

Approved by:

A handwritten signature in black ink, appearing to be 'Miguel A. Camahort', written in a cursive style.

**MIGUEL A. CAMAHORT**  
**President & CEO**