

**Policy and Data relating to Health, Safety and Welfare of Employees  
(Extract from the Dominion Holdings, Inc. (formerly BDO Leasing and Finance, Inc.) Code of  
Conduct and Business Ethics as of 08 May 2024)**

Dominion Holdings, Inc. (formerly BDO Leasing & Finance Inc.) (DHI) believes that practicing right conduct and ethical behavior inspires and strengthens the confidence of all our stakeholders. Being a subsidiary of BDO Unibank, Inc, it adopts/subscribes to the BDO Code of Conduct and Business Ethics (the Code) as indicated below as the ethical standard of the Company's officers and employees in all its activities.

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**RESPONSIBILITIES FOR THE WORK PLACE**

**a. Employment Practices**

DHI is committed to fair employment practices without undue prejudice to race, gender, ethnic origin, religion, age, or sexual orientation. Employees are treated fairly and accorded with respect and dignity.

It ensures that employment practices and policies are in compliance with labor laws, regulations and standards in the countries where it operates. Employees are selected, engaged, compensated and promoted, as the case may be, based on the merits of qualification and performance.

**b. Employees' Welfare**

DHI is committed to promote the physical, social and mental well-being of its employees. It aims to provide a workplace free from discrimination and all forms of physical, sexual and psychological abuse including harassment, bullying and intimidation. It is committed to maintain a positive, harmonious and professional work environment with due importance accorded to occupational health and safety of the employees and related external parties.

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For the data relating to health, safety and welfare of employees, including Training and Development, please refer to the following website links:

1. DHI Code of Corporate Governance Manual

<https://www.bdo.com.ph/content/dam/bdounibank/en-ph/mcg-digital-marketing/dominion-holdings/corporate-governance/dhi-revised-manual-on-corporate-governance-as-of-041224#page=36>