

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

The Company believes in the well-being of its employees and supports programs that promote good health and provide important resources that not only help build a positive working relationship but also promote good work habits and financial relief. After all, 'A healthy work force is a more productive work force'

EMPLOYEE PROTECTION COVERAGE

We provide our employees with comprehensive insurance coverage such as accident, critical, life, medical and hospitalization insurances. Employees as well as their dependents are also provided with a medical plan to support and assist them against the financial worries of their medical concerns.

MEDICAL BULLETIN

As part of the Company's continuous effort to promote a healthy workforce, medical and health updates are regularly disseminated to our employees, in cooperation with our health partners and service providers. During the 1st half of 2015, the Company was able to released wellness ticklers about MERS-CoV case in PH, Heart Attack Awareness, Cervical Cancer, Goiter, Rheumatic Heart Disease and Why Quit Smoking Now.

FIRE SAFETY SEMINAR & DRILL

Everywhere Shang operates, we strive to put safety first. The Safety and Security Department in coordination with the City's local fire department conducts a Fire Safety Seminar and Fire Evacuation Drill every year. It is attended and participated by the employees and the mall's tenants as well.

This is to provide awareness and better understanding of the various safety and emergency procedures in times of calamities and unfavourable incidents. The Fire Safety and Evacuation Drill were held at Shang Cineplex last 22nd and 23rd of the month of April 2015.

Also, the Company participated in the Metro Manila Shake Drill last July 30, 2015 spearheaded by Metropolitan Manila Development Authority (MMDA). This aims to prepare the public for the eventuality of an earthquake from Valley Fault System under Metro Manila. The Company's scheduled Fire Safety Seminar & Drill is on April 2016.

ANNUAL PHYSICAL EXAM/ EXECUTIVE CHECK-UP

Employees are encouraged to undergo annual executive check-up or physical examinations for health maintenance. The APE/ECU will be provided by our health partner from July 06 to 31, 2016.

ANTI-FLU VACCINE

Every year, employees are provided the anti-flu vaccine shot to help the employees fight off viruses and its related complications. This program is also being offered to our employees' immediate family members as charged to employee's account. This year's Anti-Flu Vaccine is scheduled on May 2016.

SPORTS FEST EVENT

Every triumph is built on team effort, combining the talents and expertise of its members to achieve a common goal. The Company organized a one (1) day Sports Fest Event to foster wellness, teamwork, and camaraderie with one another outside the work environment. It was held last October 03, 2015 at Philippine Air Force Gymnasium, Pasay City. Activities include basketball, volleyball, table tennis, badminton, chess, dart, cheer dance competition and zumba. The Sports Fest for this year is scheduled on the month of October.

SUMMER OUTING

A well-balanced atmosphere creates happier and active human resources. A yearly escape to the countryside has always been a welcome break for the Shang Group employees. Getting together in a relaxed casual setting boosts morale and invigorates their physical and mental shape. The Company just had one of the most attended and fun outing that was held at Blue Coral Beach Resort, Laiya, Batangas last May 16 and 17, 2015. For this year, it will be on 29 May 2016 at Estrellas de Mendoza Playa, Laiya, Batangas.

PAID TIME OFF

The Company recognizes and respects employees' needs for some time away from work. It strives to create and maintain a work-life balance schedule for its employees and promotes quality of life through its leave benefit programs.

RETIREMENT PLAN

The purpose of the Company's retirement plan is to provide financial stability to its employees who leave their full-time jobs at retirement. This is also in compliance with the government's retirement law.

MEDICAL COVERAGE

Regular and confirmed project-based employees are entitled for a medical coverage. Maxicare is the official medical provider of the company effective last February 2016.