	MPHHI CORPORATE GOVERNANCE POLICIES		MPHHI-CG01	
			Revision No : 00	Page 11 of 12
Division: Legal and Compliance Department			Effectivity Date: July 21, 2021	
Subject: ANTI-BRIBERY AND ANTI-CORRUPTION POLICY (ABAC POLICY)				

APPENDIX A

EMPLOYEE ANTI-CORRUPTION POLICY CERTIFICATION

This is to acknowledge that I have received, read, and fully understood the Company’s Anti-Bribery and Anti-Corruption Compliance Policy (the “Policy”). I agree to comply with all the rules contained therein. I agree to report any potential violations to the Company’s Legal and Compliance Department. I will participate in the Company’s anti-corruption training on a periodic basis. I understand that failure to comply with the Policy, the FCPA, UK Bribery Act, and any other applicable anti-corruption laws, rules, and regulations may result in immediate termination and prosecution, with penalties including fines and/or imprisonment. Should I have any questions regarding the Policy or find any deviations or violations, I will contact the Company’s Chief Compliance Officer or any personnel of the Legal and Compliance Department immediately.


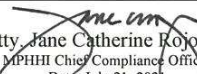
Signature: _____
Name (print): _____
Company: _____
Department: _____
Date: _____

(The signed receipt must be returned to the Company’s Legal and Compliance Department and to the HR Department and filed in the employee’s personnel file.)

Delivery Instructions

Upon initial roll-out of the Policy, all current employees should complete this form and deliver the completed forms to the Company’s Legal and Compliance Department in an envelope labeled “Employee Anti-Bribery and Anti-Corruption Policy Certifications.”

New employees should complete this form immediately upon hiring and deliver to Human Resources, who will submit the completed questionnaires to the Company’s Legal and Compliance Department.

Approved by:	
 Augusto P. Palisoc Jr. MPHHI President and CEO Date: July 21, 2021	 Atty. Jane Catherine Rojo Tiu MPHHI Chief Compliance Officer Date: July 21, 2021