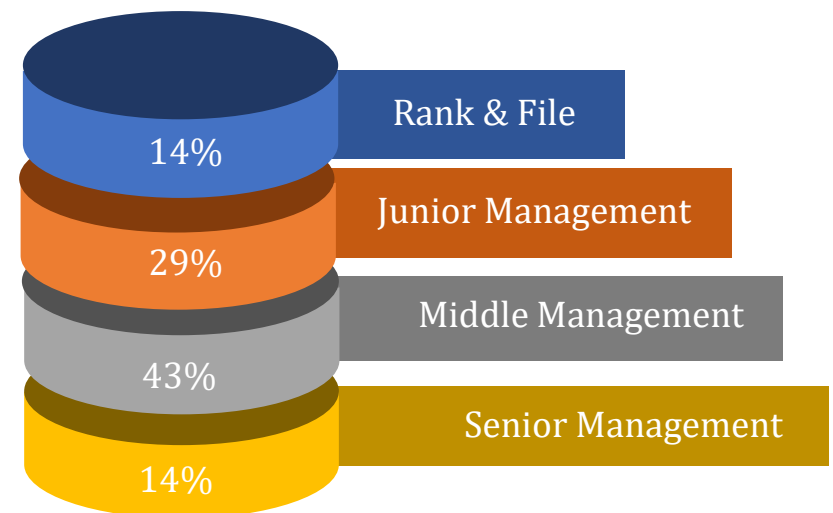
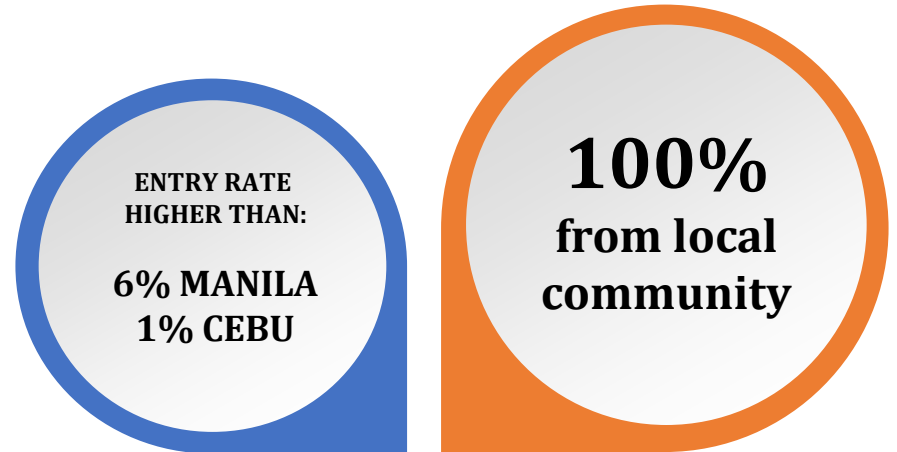
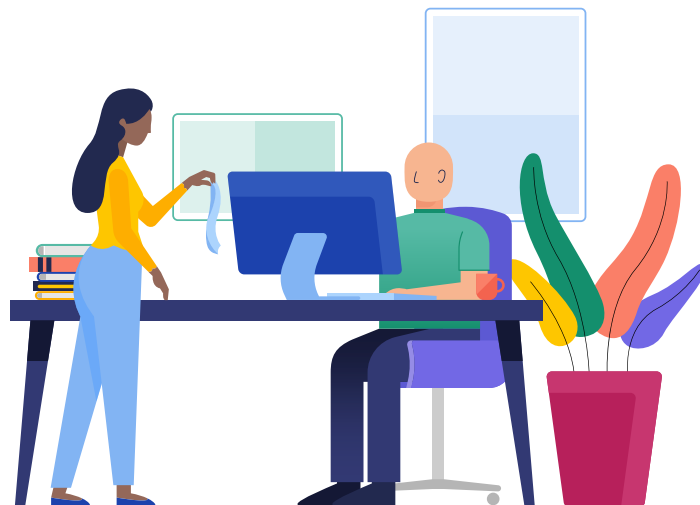


Pacific Online is steadfast in its duty to provide opportunities for gainful employment to the people of the country. The Company does not discriminate against any individual based on gender or age.

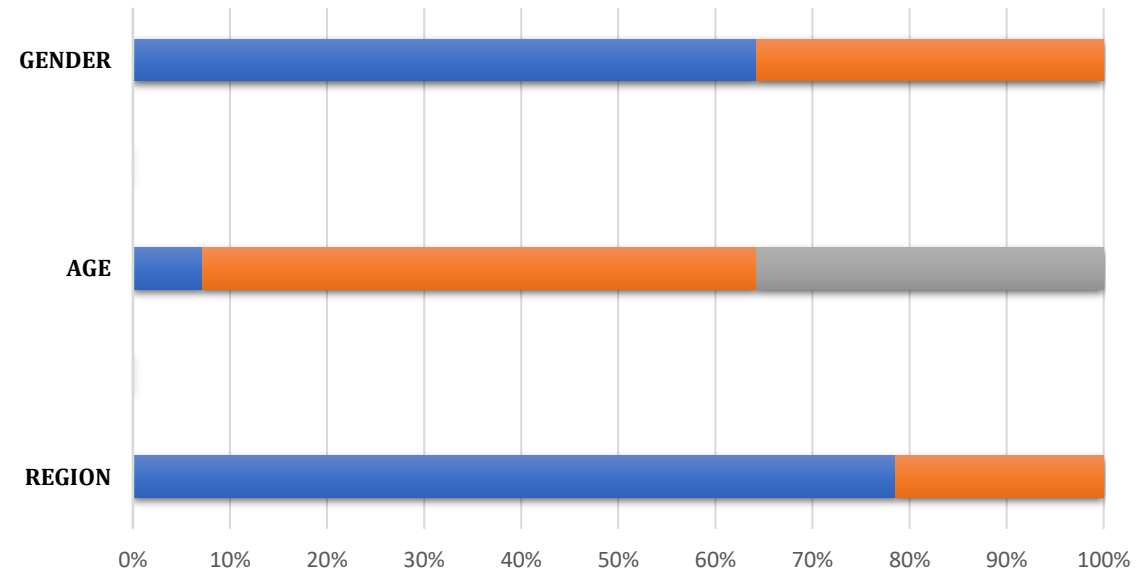
POSC have no minimum wage earners. for the two are higher than the local minimum wage.

The Company employs its personnel from the local communities. All senior managers located in the Cebu office were hired from Cebu.





14
Employees



GENDER	
Male	64%
Female	36%

REGION	
Luzon	71%
Visayas	29%
Mindanao	0%

AGE	
30 years & below	1%
30-50 years	57%
Over 50 years	36%

Pacific Online Systems Corporation is committed to provide safe, healthy and environmentally friendly areas for all its employees. It promotes fair, safe and productive work practices in all its business aspects.

Pacific Online Systems Corporation will at all times comply with all regulatory requirements of the Philippines, its customers and other external parties.



29,232

Safe man-hours recorded

0

Work related injuries

BENEFITS PROVIDED TO EMPLOYEES FOR PROMOTION OF WORKER HEALTH

1. Full HMO coverage (room & board and maximum benefit limit based on rank) of all employees upon hiring. Benefit package includes preventive healthcare, out-patient care and hospitalization, emergency care, dental care, and financial assistance.
2. Life Insurance coverage upon hiring, amount of insurance is based on rank. Benefit coverage includes basic life, accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, and accident medical reimbursement.
3. Group Accident Insurance coverage upon hiring. Benefit coverage includes accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, accident medical reimbursement, accident burial benefit, and daily hospital income.
4. Monthly Cash Benefit for Managers & Up (includes Wellness Benefit, Clothing Allowance, & Transportation benefit)
5. Clothing Allowance for all employees





HEALTH & WELLNESS SEMINAR



1. Stress and Anxiety Seminar
2. Managing Saving and Finances Seminar
3. How to boost your immune system Seminar
4. Diet and Oral Health Seminar
5. Calming your nerves in the midst of pressure Seminar



Company Outing
May 1, 2025



POSC 29th Year Anniversary Celebration
June 18, 2025



ICD-ACGS Golden Arrow Award – October 23, 2025

Halloween Party – October 24, 2025





Christmas Party Celebration - December 3, 2025

Year-end Party Celebration – December 29, 2025