

CHAPTER XVI

POST-END-OF-SERVICE HOSPITALIZATION SYSTEM

Article 49:

First - Banks are engaged upon signature of the Collective Labor Agreement 2016-2017 to ensure their employees the right of continuity of hospitalization coverage insurance in second class known as "Conversion Privilege Options (CPO)" , so that they can benefit after the retirement age from the coverage of the contracting insurance company with the bank and / or the hospitalization mutual fund, knowing that the insurance premium is paid by the employee who will have a period of 90 days starting date of end-of-service to claim his right to adhere.

The employee's spouse can benefit from the CPO program provided the partner employee is assuming the insurance premium.

The Bank is committed to shift employees that have reached the retirement age and had adhere within the above mentioned period to the insurance company that have replaced the one who issued the right of continuity (CPO).

Also, the Bank is committed with the contracting insurance company that produces the CPO to state in the insurance policy the following paragraphs:

- 1- Not to add any exclusions that were not initially stated in the policy, or deny membership to employees who have reached the retirement age.
- 2- For pensioners adhering to the group insurance policy, the annual insurance premium in the 2nd class hospitalization should be calculated according to the declared price-list (with age brackets) by the insurance company to the Bank, and which is in force for

employees in service along with those under contracts and still in function after retirement age.

Second - If the private system implemented in a bank (hospitalization and medical care coverage) for retirees and whose services are more beneficial than the CPO system, it remains in effect.