

## **Annex: DBS' suite of health and wellness benefits**

### **iHealth@DBS**

Helping employees stay healthy through multi-faceted programmes so they can remain productive and enjoy both work and life. Examples include workshops on mental health, nutrition, diet, financial health and active living.

The bank has created an online health portal to enable staff to:

- Generate individual health reports
- Receive personalised and relevant healthcare information
- Access to health related content and participate in fun activities such as quizzes and challenges
- Sign up for wellness events
- Monitor physical activity, sleep patterns and nutrition

### **iStep@DBS**

The iStep@DBS challenge is a regional competition to encourage staff to take more steps so that they can improve their fitness. Close to 30% employees across our six markets have formed teams to take part in this 10-week competition.

Participants will track their steps via wearables that are subsidised by the company, and can track the progress of their team in order to motivate each other. There is also a Chatterbox feature where team members can encourage and inspire each other to take more steps during the competition.

### **Core medical and insurance benefits**

DBS is one of the first organisations in Singapore to work with medical insurers to design Shield Companion, an enhanced group medical plan that complements individual shield plan. While DBS Group Hospital and Surgical Plan covers employees for hospital and surgical expenses incurred in Singapore hospitals, an increasing number of employees have their own "As Charged" integrated shield plan. Employees can switch to the Shield Companion Plan which will reduce duplication of medical coverage. Portable Medical Credit will be credited annually into the Medisave account of employees who opt for the Shield Companion Plan. This scheme allows portability and helps to defray their integrated shield plans' premiums.

### **iFlex@DBS**

Employees have an individual flexible spending account – iFlex@DBS, and may use their iFlex\$ on a variety of items relating to health and wellness and work-life balance for themselves and their family.

In addition to these health and wellness benefits, DBS also creates a supportive and inclusive work environment by offering flexible working arrangements that help employees balance their work and personal commitments.