


To Whom It May Concern

This is to certify that based on the official records of Lacson & Lacson Insurance Brokers, Inc. for C.Y. 2024, the Company has undertaken the following programs in the management of Economic, Environmental, Social, and Governance (EESG) issues of the business:

EESG Programs CY 2024		
Date	Program	Venue/Approach
2024	continuous implementation of a hybrid work setup and flexible schedule arrangements allows employees to minimize travel, maintain work-life balance, and better manage family care responsibilities	Company-wide Policy
2024	Waste Segregation and Go Green policy	Ongoing company-wide campaign for the initiative
2024	Free access to webinars on nurturing new leaders, understanding generational differences, and transformational leadership was provided. In-house trainings were also facilitated on topics such as corporate identity and process improvement. Target participants included managers, supervisors, and rank-and-file employees.	Both online and in-person trainings
2024	Training on Anti-Money Laundering for all employees to keep abreast on the changes in the regulatory landscape particularly on money laundering, a pertinent compliance issue for financial intermediaries.	Online trainings
February 2024	IT Assets Disposal	Done in partnership with Humble Sustainability
March 2024	Sponsorship of a cause through a supported fundraising activity.	In partnership with PAREFF WOODROSE
July 2024	Mangrove Tree Planting	In partnership with the DENR at San Vicente Marine Sanctuary Cebu
August 2024	Coastal Clean Up Participation	In partnership with Haribon Foundation at Las Pinas-Paranaque Wetland Park
November 2024	Corporate Governance Trainings for the Board of Directors	Online trainings

This certification is being issued to support the Company's compliance with Insurance Commission Circular Letter Nos. 2020-71 and 2020-72.

Certified by:


Joanna Mendoza-Ahillon
 HR and Admin Manager

Date: 24 April 2025