


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 2025		
Date	Program	Venue/Approach
2025	Continuous implementation of a hybrid work setup and flexible schedule arrangements, allowing employees to minimize travel, maintain work-life balance, and better manage family care responsibilities	Company-wide Policy
2025	Waste Segregation and Go Green policy	Ongoing company-wide campaign for the initiative
2025	Corporate Governance Trainings for the Board of Directors	Online
2025	Various activities, including team engagement programs, annual events, and company gatherings	Held in the office and external event venues
March 2025	Sponsorship of a cause through a fundraising activity.	Malayan's Charity Golf Fundraising Tournament
July 2025	Tree Planting	In partnership with the DENR, at Cantipala, Cebu City
August 2025	Tree Planting	In partnership with Manila Water Foundation, at La Mesa Ecopark
October 2025	Seminar on understanding flu and physical wellness and how it affects overall health	Conducted both onsite and online
October 2025	Coastal clean-up and child feeding program	In partnership with the LGU of Manila, at BASECO
Q4 2025	Launch of the Steps Challenge as part of our wellness program, encouraging employee participation and engagement.	Company-wide campaign
Q4 2025	Presentation Skills Training for employees in the operations team	conducted through a face-to-face workshop at the Makati office

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: 14 April 2026