


## To Whom It May Concern

This is to certify that based on the official records of Lacson & Lacson Insurance Brokers, Inc. for C.Y. 2022, the Company has undertaken the following programs in the management of Economic, Environmental, Social, and Governance (EESG) issues of the business:

EESG Programs   CY 2022		
Date	Program	Venue/Approach
January 2022	Implemented hybrid work set up and flexible schedule arrangement for the employees. This allows employee to minimize travelling, value work life balance, and manage care for their family.	Company-wide Policy
May-June 2022	Mental Health Assessment to profile employee's resilience, understand workplace motivations, and identify employee's mental health related concerns.	Online and in partnership with Doctor Anywhere
June 2022	Free access to Webinars about Developing Positive Communications at Work. Targeted participants were Managers and Supervisors.	Online
June-December 2022	Free access to webinars and Podcasts related to Mental Wellness, Self-Recovery, Resiliency, Coping up with Stress.	Online
August 2022	Launched Free Mental Health Consultations. We have included in our medical coverage free consultations to a licensed Mental Health Professionals.	Online and in partnership with Doctor Anywhere
2022	Revisited health and benefits of employee. Specifically, additional medical coverage for their dependents.	For 2023 Implementation

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: 18 May 2023