



## CORPORATE GOVERNANCE

Lockton Philippines upholds a governance framework that promotes ethical leadership, accountability, and responsible decision-making across the organization. The company operates in accordance with applicable Philippine laws and regulations, industry standards, and internal policies, ensuring that governance practices support both regulatory compliance and the long-term interests of clients, Associates, and stakeholders.

The firm's governance structure clearly defines roles, responsibilities, and oversight mechanisms to support sound management, effective risk governance, and consistent service delivery. Policies and procedures are designed to guide professional conduct, safeguard client interests, and uphold the highest standards of integrity in all business activities. These are reinforced through internal controls, regular reviews, and a culture that emphasizes ethical behavior and personal accountability.

Lockton Philippines Associates are expected to act responsibly, exercise professional judgement, and comply with the company's Code of Conduct and internal policies. The organization supports continuous development, performance recognition, and an inclusive work environment that enables Associates to contribute meaningfully and responsibly to the firm's objectives.

Its philosophies also underpins the way Lockton Philippines builds and maintains relationships with clients and business partners. The company is committed to fair dealing, transparency, and professionalism, ensuring that advisory and brokerage services are delivered with diligence, independence, and a clear focus on client needs.

Environmental, social, and governance considerations form part of the firm's overall governance approach. Lockton Philippines acknowledges the broader impacts of its operations and integrates responsible business practices into its day-to-day. This includes awareness of environmental and climate-related risks, support for community initiatives, and adherence to data privacy and information security requirements.

As an organization, Lockton Philippines is committed to prioritize responsible growth without undue external influence and to continue to build trust, resilience, and long-term value for its clients, its people, and the communities it serves.