



## **PEOPLES GENERAL INSURANCE CORPORATION COMMUNITY RELATIONS POLICY**

### **I. Policy Statement**

People's General Insurance Corporation is committed to advancing its Vision, Mission, and core values by actively engaging in meaningful community relations initiatives. Through the programs and activities outlined in this policy, the Company seeks to foster positive relationships with the communities it serves, promote social responsibility, and contribute to sustainable development. These efforts reflect the Company's dedication to ethical practices, corporate citizenship, and long-term partnership with stakeholders.

### **II. Scope**

This policy applies to the identified target stakeholders and community beneficiaries of People's General Insurance Corporation in areas where the Company maintains business operations. It establishes a structured framework for clear, timely, and effective communication with these communities, ensuring that engagements are conducted in a transparent and responsible manner. Through this approach, the Company aims to support broader societal objectives by participating in philanthropic and charitable initiatives, while promoting voluntary service and ethically driven practices that reinforce its commitment to corporate social responsibility.

### **III. Objectives**

The objectives of this policy are as follows:

1. To design and implement Corporate Social Responsibility (CSR) programs that deliver meaningful and sustainable benefits to the Company's identified stakeholders and partner communities;
2. To conduct civic and corporate social initiatives that support the overall well-being, growth, and development of the Company's clients and the general public;
3. To strengthen positive relationships with communities by encouraging employee participation in socially responsible and volunteer-driven activities;
4. To promote ethical business practices and social awareness through outreach programs aligned with the Company's Vision and Mission; and
5. To contribute to long-term community development by supporting initiatives focused on education, health, environmental protection, and social welfare.

#### **IV. Community Relations Policy**

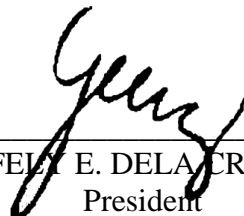
1. All PGIC employees are expected to act with professionalism and respect, upholding the dignity, rights, and welfare of the identified recipients and their immediate family members at all times;
2. In all engagements with defined recipients, PGIC shall give primary consideration to the collective good of the community, ensuring that decisions and actions are guided by fairness, integrity, and social responsibility;
3. Employees who voluntarily participate in community relations and CSR activities acknowledge that the successful implementation of such programs may, at times, require additional effort or service beyond standard work obligations; and
4. PGIC shall ensure that all community relations initiatives are conducted in a safe, ethical, and transparent manner, with due regard for confidentiality, proper coordination, and compliance with applicable laws and Company policies.

#### **V. Procedure**

1. The budget allocated for each program shall be determined based on the Company's net income, as reflected in its most recent audited financial statements, and shall be subject to management approval;
2. Any regular employee may submit a proposal for specific activities to their respective Department Head in support of the planned event. A detailed memorandum outlining the proposed activities, objectives, and resource requirements shall be endorsed to the Executive Vice President for review and subsequently elevated to the President for final approval; and
3. Upon approval, an activity committee shall be constituted to implement the program, provide oversight throughout its execution, and prepare a comprehensive post-activity report to be submitted to both the Executive Vice President and the President, detailing the conduct, outcomes, and overall effectiveness of the program.

#### **VI. Effectivity**

This policy shall take effect on May 22, 2019.



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FEBY E. DELACRUZ  
President