



Sustainability Report

This Sustainability Report presents the environmental, social, and governance performance of MEGA RE INTERNATIONAL, INC. It outlines our sustainability strategy, key initiatives, achievements, and challenges, and demonstrates how sustainability is integrated into our business operations and long-term value creation.

Sustainability Strategy and Governance

The Board of Directors provides oversight of sustainability related matters, ensuring alignment with regulatory requirements, stakeholder expectations, and the Company's long-term objectives. Management is responsible for implementing sustainability initiatives and monitoring performance across environmental, social, and governance dimensions.

Environmental Performance

During the reporting period, the Company focused on managing its environmental footprint through responsible use of resources and compliance with applicable environmental regulations.

Key initiatives included energy efficiency measures, waste reduction efforts, paperless processes. These efforts contributed to improved resource efficiency and reinforced the Company's commitment to environmental stewardship.

Social Responsibility

Our people and communities remain central to our sustainability efforts. The Company continued to invest in employee development, workplace health and safety, and initiatives that promote diversity, equity, and inclusion.

The company arrange a yearly company outing and Christmas party. Also joined in yearly bowling tournaments with other reinsurance companies.

Our employees experienced in dealing with our foreign reinsurer.

- **Employee Well-Being - Health and Safety**

The Company upholds a safe and healthy work environment in compliance with the Occupational Safety and Health Standards of the Department of Labor and Employment.



Phone.

(632)8815-6608 • (632)8815-3692 • (632)8812-5747
(632)8812-5746 • (632)8893-7879



Email.

gemma@megare.net.ph
jackie@megare.net.ph



Address.

Rm. 906 9/F, Cityland Condo 10, Tower 2, 6817 Ayala Avenue
North, Salcedo Village, Makati City, Philippines



- **Physical Health Program**

All regular employees are enjoying insurance health coverage as part of the company's physical health program.

Health Benefits

1. Health/Medical Benefit – in a form of Health Card (Avega)
2. Personal Accident Insurance – renewable every year
3. Yearly Annual Physical Examination
4. Monetized Sick Leave Credits – available upon separation

Work Life Balance

The Company promotes work-life balance through leave benefits, reasonable working hours, and flexible work arrangements where operationally feasible.

These measures support employee resilience, reduce burnout, and contribute to sustained productivity, particularly in customer-facing and sales functions.

Financial Well-Being

The Company ensures fair and competitive compensation aligned with industry standards and performance outcomes.

Employees receive all mandated statutory benefits, as well as additional incentives and recognition programs that encourage ethical sales practices and long-term value creation rather than short-term risk-taking.

Mental and Emotional Well-Being

The Company recognizes that mental and emotional well-being is essential to employee health, productivity, ethical conduct, and sustainable business performance.

As a regulated insurance institution, the Company is committed to fostering a supportive, respectful, and psychologically safe work environment that promotes mental wellness and enables employees to perform their duties effectively and responsibly.



Phone.

(632)8815-6608 • (632)8815-3692 • (632)8812-5747
(632)8812-5746 • (632)8893-7879



Email.

gemma@megare.net.ph
jackie@megare.net.ph



Address.

Rm. 906 9/F, Cityland Condo 10, Tower 2, 6817 Ayala Avenue
North, Salcedo Village, Makati City, Philippines