

February 23, 2021

Mylene Abiva

President

Women's Business Council Philippines, Inc. (WomenBizPH)

Dear Mylene:

Greetings! We hope all is well with you and the rest of the Women's Business Council.

We are happy to inform you that Hamlin-Iturralde Corporation (TeamAsia) is formally committing to participate in the Covenant for Shared Prosperity, which will be implemented from March 1, 2021 until February 28, 2022.

The attached file will be made publicly available on the [TeamAsia website](http://www.teamasia.com) (www.teamasia.com) and shall be implemented by the company and its constituents as part of our commitment to nation building.

Thank you.

Sincerely,



Maria Montserrat Iturralde-Hamlin
President and Founder



Beatriz Pilar I. Lim
Managing Director

Hamlin-Iturralde Corporation (TeamAsia)**Covenant for Shared Prosperity****Public File (on Website)**

TeamAsia creates, develops and sustains visibility for brands through effective, meaningful and compelling integrated marketing experiences. We are committed to nation building by helping brands and industries that provide jobs, economic growth and deliver a positive impact to society. More importantly, we are committed to our people and the communities we serve.

Our Team | We nurture and inspire people.

- We value freedom and respect. Everyone is expected to treat one another fairly and respectfully.
- We value personal growth and encourage each TeamAsian to pursue various passions and interests to be the best versions of themselves.
- We provide a safe and creative environment where TeamAsians can create, learn, grow and inspire. Each team member is equipped with the necessary tools and equipment needed to deliver stellar work.
- We value diversity and inclusion, and provide a workplace that is free of coercion, harassment and intimidation.
- We compensate our team members fairly and provide government-mandated benefits, as well as other employee benefits that contribute to our team members' overall wellbeing.

Our Customers | We deliver next level experiences.

- We deliver next level experiences to our customers by providing excellent and high-quality output with a strong partnership at its core. We believe that our customers are our partners, and their success is our collective success. Regular feedback systems are in place where we ensure project objectives are met and that our partnership grows.
- We are committed to ethical business practices in everything that we do. We respect and secure our customers' data privacy.
- We are committed to ensuring business continuity, when faced with natural and man-made disasters.

Our Partners | We build partnerships.

- We treat our suppliers as partners and treat them fairly and with respect. Regular and constructive feedback is shared to ensure we all grow into excellent organizations ready to deliver next level experiences to all customers.
- We strive to pay our partners fairly and on time.

Our Community | We empower our communities.

- We are committed to work for the good of our communities through our annual campaign, My Dream in a Shoebox, where we provide school supplies and educational assistance for less fortunate children across the Philippines. We highlight the importance of education in uplifting our nation from poverty and other social issues.

- We are committed to our business community by highlighting the importance of ethical business practices through the Integrity Initiative.
- We do projects that promote nation building.

Our Environment | We protect our environment.

- We strive to take care of the environment through TeamAsia's Project Live Green, where we 1) collaborate and work mostly online to lessen our carbon footprint; 2) practice waste segregation, 3) continuously work towards a culture of sustainable living as much as possible. and 4) develop tech and apps that would support paperless initiatives.
- We strive to protect the environment through TeamAsia's Green Events, where we reduce waste in our meetings and events. We promote our events through digital media. Event registrations are done online, and information is shared through event websites or on social media. Speaker presentations are posted on the website for participant downloading instead of printing and binding hard copies.

Our Shareholders | We are committed to grow.

- We are committed to deliver value to all our shareholders through sustainable profit and a sterling reputation.