

DATE: January 26, 2026

CERTIFICATION

The Human Resources Department of the Company hereby certifies that all employees onboarded during the calendar year **2025** have successfully completed the mandatory **New Employee Orientation Program**.

The orientation program was systematically conducted for all 2025 groups and was specifically structured to achieve the following organizational benchmarks:

- **Company Foundation:** Familiarize new personnel with the comprehensive history, strategic milestones, and evolution of the organization.
- **Strategic Alignment:** Internalize the company's core **Mission, Vision, and Values** to align personal professional goals with broader corporate objectives.
- **Operational Direction:** Clarify short-term and long-term organizational **goals and objectives** to foster operational excellence.
- **Ethical Governance:** Provide an intensive, high-emphasis review of the company's **Code of Business Ethics and Practices** to guarantee compliance, integrity, and adherence to professional workplace conduct.

Our internal training repositories, attendance registries, and electronic learning management system logs confirm **100% compliance and completion** across all 2025 new hires.

This certification is issued to confirm our Company's corporate training compliance, internal auditing, or for any legal and official purposes it may serve.

Certified by:


ATTY. RIZAL ANTONIO D. MERU
Head of Legal and OIC of HR Department