

## CERTIFICATION OF TRAININGS AND SEMINARS FOR THE EMPLOYEES OF COCOGEN INSURANCE INC.

This is to certify that COCOGEN Insurance Inc. conducted various training and development activities for its employees throughout the year 2024.

The following in-house programs were successfully held:

Program Title	Particulars	Participants
Customer Centricity  Program date: May 4, 2024 Provider: Rainmakers	Customer service training for frontline customer service units.	Officers and rank and file employees  <b>No. of Participants: 15</b>
High Impact Selling  Program date: May 2, 2024 and May 8, 2024 Provider: Rainmakers	Effective sales techniques for sales units.	Officers and rank and file employees  <b>No. of Participants: 77</b>
Financial Literacy 101  Program date: May 29, 2024 Provider: CAMCI	Basic financial literacy orientation to encourage good financial habits amongst employees.	Officers and rank and file employees  <b>No. of Participants: 36</b>
Engineering Insurance  Program date: June 7, 2024 Provider: Crawford	A seminar on the engineering insurance line. A discussion on the insurance line and claims considerations on engineering claims.	Officers and rank and file employees  <b>No. of Participants: 18</b>
Fraud Claims  Program date: June 10, 2024 Provider: COCOGEN Claims Department	A seminar on fraud claims wherein cases of fraud in claims are discussed and examined.	Officers and rank and file employees of the Claims department  <b>No. of Participants: 27</b>
R.I.S.E Leadership Development Suite  Program date: August 20 and 22, 2024, September 10 and 12, 2024 Provider: TIV Management Consultancy Services	A 2-day program for leaders on leadership styles and performance management.	Officers  <b>No. of Participants: 58</b>

In addition to in-house initiatives, the following training programs were attended by the Company's employees through external providers during the year 2024:



Program Title	Participants
<b>Basic Non-Life Insurance</b>  Program date/s: March 4-21, July 1-18, 2024 Provider: Insurance Institute of Asia and the Pacific (IIAP)	Officers and rank and file employees  <b>No. of Participants: 3</b>
<b>Intermediate Course Miscellaneous Casualty</b>  Program date: February 19-23, 2024 Provider: Insurance Institute of Asia and the Pacific (IIAP)	Rank and file employees  <b>No. of Participants: 1</b>
<b>Advance Course on Miscellaneous Casualty</b>  Program date: August 19-September 5, 2024 Provider: Insurance Institute of Asia and the Pacific (IIAP)	Rank and file employees  <b>No. of Participants: 1</b>
<b>Advance Course on Engineering Insurance</b>  Program date: May 6-15, 2024 Provider: Insurance Institute of Asia and the Pacific (IIAP)	Rank and file employees  <b>No. of Participants: 1</b>
<b>The Implementing Rules and Regulations of the Ease of Paying Taxes (EOPT) Act</b>  Program date: May 21, 2024 Provider: SGV Knowledge Institute	Officers and rank and file employees  <b>No. of Participants: 3</b>
<b>Intermediate Course on Fire</b>  Program date: July 15-22, 2024 Provider: Insurance Institute of Asia and the Pacific (IIAP)	Rank and file employees  <b>No. of Participants: 1</b>
<b>Philippine Insurance Summit</b>  Program date: May 30, 2024 Provider: PIRA and IIAP	Officers and rank and file employees  <b>No. of Participants: 3</b>
<b>Institute of Internal Auditors of the Philippines Annual Convention</b>  Program date/s: October 16-18, 2024 Provider: Institute of Internal Auditors of the Philippines	Officers and rank and file employees of Internal Audit.  <b>No. of Participants: 4</b>



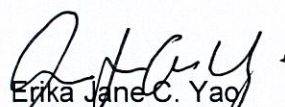


Actuarial Seminar of East Asia (ASEA) Program date: September 9-13, 2024 Provider: Institute of Actuaries of Japan	Participation is by invitation of Institute of Actuaries of Japan (ISJ) <b>No. of Participants: 1</b>
Singapore International Reinsurance Conference Program date/s: November 4-7, 2024 Provider: Singapore Reinsurer's Association	Officers <b>No. of Participants: 2</b>

This certification was prepared as a requirement for the Annual Corporate Governance Report submitted to the Insurance Commission.

This certificate was issued on May 26, 2025.

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