



COMMITTED.  
COMPASSIONATE.  
GENUINE.

COCOGEN INSURANCE, INC.

22F One Corporate Center

Doña Julia Vargas Avenue corner Meralco Avenue

Ortigas Center, Pasig City, 1600 Philippines

## CERTIFICATION OF ANNUAL PERFORMANCE APPRAISAL

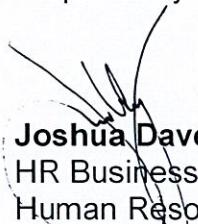
This is to certify that Cocogen Insurance, Inc., pursuant to its Guidelines on Performance Appraisal, has conducted a comprehensive Performance Appraisal for all its regular employees and officers covering the calendar year 2024.

The performance evaluation process commenced on February 28, 2025, and was concluded on April 14, 2025.

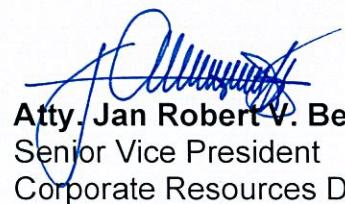
This certification is issued in compliance with the requirements of the Insurance Commission for the Annual Corporate Governance Report.

Issued this 26<sup>th</sup> of May 2025.

Prepared by:

  
**Joshua Dave T. Besay**  
HR Business Partner  
Human Resources Department

Certified by:

  
**Atty. Jan Robert V. Beltejar**  
Senior Vice President  
Corporate Resources Division