MENTORA INSTITUTE

hereby certifies that

Kertvin Tugado

has been granted the Certificate of Completion for the program

Fueling Expertise for Managers

February 2021

MENTORA
Inner Mastery. Outer Impact.

Hitendra Wadhwa

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Hitendra Wadhwa
Professor of Practice, Columbia Business School
Founder & President, Mentora

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Siemens Core Learning Program

EFMD CLIP ACCREDITED

People and Business Management 2-1

Certificate of attendance

Learning Campus

Kertvin Tugado

Attended the above-mentioned Siemens Core Learning Program during the period from May 17, 2021 until Jul 6, 2021 (duration: 42 hours). The course included the following focus areas:

- Improve business in the Creating Value business simulation
- Examine your leadership roles and build trust with others
- Review your Strengthscope report and consider how to leverage strengths in your leadership role
- Develop aspects of Emotional intelligence, know stress triggers and become more resilient
- Know how to balance strengths and link these to your own growth as a leader and your leadership manifesto
- Focus on constructive communication by practicing your active listening and giving & receiving feedback
- Improve team performance with a consideration of team fundamentals and high performance teamwork
- Become a role model who fosters meaningfulness and has a positive mindset
- Practice continuous dialogue in development meetings and performance appraisals
- Organize yourself and your team through prioritization and delegation

Daniela Proust
Chief Learning Officer

GLOBAL LEARNING WORLD

Certificate of attendance

Leading the Digital Business Transformation

Kertvin Tugado

attended the above-mentioned training during the period from Feb 15, 2022 until Feb 17, 2022 (duration: 27 hours). The course included the following focus areas:

- Understanding the driving forces of digitalization
- Changes in the VUCA world: How digitalization further increases volatility, uncertainty, complexity and ambiguity and what new demands are placed on management as a result
- Identify and describe the effects of digitalization on your own business
- Agile management focused on customers - design thinking
- Methods of developing profitable business models in the era of digitalization - business modelling (BizMo)
- Fine-tuning, iteration and implementation of the business model - applying scrum methods
- Agile management methods based on networking and a peer-to-peer mentality instead of hierarchies; overcoming the "silo mentality" and working across hierarchical lines
- Reflecting on and adapting your leadership style: lead yourself, lead others, lead a business
- Developing a road map for the digital transformation

Munich, Feb 17, 2022

Daniela Proust
Head of
Global People Enablement and Growth

SIEMENS

SIEMENS
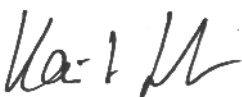*Ingenuity for life*

Leading without Authority-virtual

Certificate of attendance

Kertvin Tugado

attended the above-mentioned training during the period from Feb 25, 2020 until Mar 31, 2020
(duration: 22 hours). The course included the following focus areas:

The training included the following topics:
- Clarifying and shaping one's own role
- Developing a leadership personality through self-reflection and by raising your awareness of behavioral patterns
- Reflecting on one's own leadership behavior and its impact on others
- Forming interactions in an appropriate and target-oriented way
- Motivating yourself and other people
- Weighing up and implementing various motivation options
- Convincing others of the importance of an issue
- Knowing different ways of exerting influence and putting them into practice
- Communicating constructively in difficult situations
- Developing target-oriented methods together in order to effectively deal with challenging leadership situations
- Forming successful relationships with stakeholders, colleagues, other departments, internal and external suppliers, etc

Dr. Kai Liebert
Head Global Learning Campus

EFMD
CLIP
ACCREDITED

GID: Z0040EDS

SIEMENS
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Leading and Collaborating Virtually

Certificate of attendance

Kertvin Tugado

attended the above-mentioned training during the period from Aug 17, 2020 until Aug 19, 2020
(duration: 6 hours). The course included the following focus areas:

- Improve your virtual facilitation skills
- Heartbeat of teams
- Managing diverse communication styles
- Online (leadership) presence
- Shared leadership
- Leading in network or matrix structures
- Best practice with tools@Siemens
- Which media for which purpose?
- Dealing with time zone differences

Dr. Kai Liebert
Head Global Learning Campus

EFMD
CLIP
ACCREDITED

Certificate

Product and Solution Security (PSS12): Holistic Security Concept - Security that connects

Kertvin Tugado
(GID:Z0040EDS)

successfully completed the above mentioned course on
25-AUG-2020 (duration: 00:40 hours).

The participant has got an overview and basic understanding related
to "Product and Solution Security (PSS): Holistic Security Concept -
Security that connects".

Disclaimer:
Deep and sophisticated knowledge about product & solution security
threats, weaknesses or attacker techniques has not been part of this
training.

Siemens AG
Munich, Germany
This is an automatically generated document and valid without signature.

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❙ Certificate

Product and Solution Security (PSS13): General Update

Kertvin Tugado
(GID:Z0040EDS)

successfully completed the above mentioned course on
03-AUG-2022 (duration: 00:45 hours).

The participant has got an overview and basic understanding related
to "Product and Solution Security (PSS13): General Update".

Disclaimer: Deep and sophisticated knowledge about product &
solution security threats, weaknesses or attacker techniques has not
been part of this training.

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Certificate

Life Science - Validation and GMP - Competency

Kertvin Tugado

successfully completed the course from 09-SEP-2021, with a duration of 01:00 hours.

This course addressed the following topics:

- What is GMP and why does it affect me?
- GMP - Who and when to apply?
- Siemens Validation Concept
- FAT - SAT - Qualification - Validation relationship
- GMP rules in EU and US and where to find them
- Difference between GAMP 4 & 5 and how to apply it
- Update on Annex 15 of the EU GMP

This certificate is valid until 30-SEP-2022

This certificate is electronically generated and valid without signature. (ID: AAB-00012482)

Smart Infrastructure

SIEMENS

Letter of Confirmation

Kertvin Tugado

Country	United Kingdom
ID-No.	280 / 2022

Attended the training and passed the exam.

Topic	**Fundamentals of Cyber Security**
Training Contents	1. Security Awareness / Security in IACS
	2. Network Fundamentals
	3. TCP/IP Fundamentals
	4. Laws, Standards and Guidelines
	5. Technical Security
	6. Organizational Security
	7. Effective Countermeasures
	8. Miscellaneous
Course Provider	EFSTAS - Easton FS Training and Services Ltd.
Exam Date	November 03, 2022

This document is a prerequisite to attend the advanced trainings of the
TÜV Rheinland Cyber Security Training Program.

Cologne, December 2022

TÜV Rheinland Industrie Service GmbH

Dipl.-Ing. Joerg Krämer

Functional Safety & Cyber Security
Am Grauen Stein
51105 Cologne – Germany

Head of TÜV Rheinland Functional Safety &
Cyber Security Training Program

TÜVRheinland®
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Certificate

CySec Spec for IACS (TÜV Rheinland)
Cyber Security Specialist for IACS (TÜV Rheinland)

Application Area	**Security Risk Assessment (SRA) based on IEC 62443**
ID-No.	**# 828 / 23**
Certificate Owner	**Kertvin Tugado, United Kingdom**
Course Provider	EFSTAS, United Kingdom
Training Contents	CySec Fundamentals Introduction to IACS Security and relevant standards/ regulations Approach to ensuring Cybersecurity Asset Inventory Introduction to Security Risk Assessment (SRA) High-Level SRA Allocation of IACS to Zones and Conduits Detailed-Level SRA Determining the Level of Security Risk and the Security Level Risk Management Monitoring and Review
Initial Issue Date	March 2023
Expiry Date	March 2028
Validity	This certificate is valid for 5 years.

Cologne, April 2023

TÜV Rheinland
Industrie Service GmbH
Functional Safety & Cybersecurity
Am Grauen Stein
51105 Cologne - Germany

Dipl.-Ing. Joerg Krämer
Head of TÜV Rheinland Functional Safety &Cyber Security Training Program

www.tuv.com

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Precisely Right.

Functional Safety Certification Program

C E R T I F I C A T E

Kertvin Tugado

Has successfully completed the Functional Safety
Certification Program requirements for

Functional Safety Engineer

In accordance with
IEC 61508:2010
IEC 61511:2016

Date issued: 18-Oct-2022
ID number: TP22033110
Field: Process Industry
Subject: Safety Instrumented Systems

_____

G. Greil   W. Henke
Certifier   Trainer

TÜV SÜD Rail GmbH
Generic Safety Systems
Barthstr. 16
80339 Munich / Germany

This is to certify that

Mr. Kertvin Tugado

has attended the

SIEMENS OPCENTER EXECUTION PHARMA 6.2 TRAINING

from 12/04/2021 to 30/04/2021 remotly from Toulouse

Product Modules (10 days)
Technical Modules (5 days)

The Course Trainers

Angélique LANNEAU

Lanneau Angelique — Digitally signed by Lanneau Angelique Date: 2021.05.05 11:31:50 +02'00'

Marin CONRADY

Conrady Marin — Digitally signed by Conrady Marin DN: cn=Conrady Marin, o=Siemens, email=marin.conrady@siemens.com Date: 2021.05.06 08:55:02 +02'00'

Marco RIVA

Riva Marco — Digitally signed by Riva Marco DN: cn=Riva Marco, c=FR, o=Process Industries and Drives Division, ou=PD PA PHA OPS DS-FR, email=marco.riva@siemens.com Date: 2021.05.05 13:06:55 +02'00'

Doriane SUC

Suc Doriane — Digitally signed by Suc Doriane Date: 2021.05.06 10:31:38 +02'00'

Guillaume PRUNIER

Prunier Guillaume — Digitally signed by Prunier Guillaume DN: cn=Prunier Guillaume, o=Siemens, email=guillaume.prunier.ext@siemens.com Date: 2021.05.06 16:43:34 +02'00'

Ashokkumar JOTHIRAJ

. ASHOKKUMAR — Digitally signed by . ASHOKKUMAR DN: cn=. ASHOKKUMAR, o=Siemens, email=kumar.ashok@siemens.com Date: 2021.05.17 08:44:45 +02'00'

Charles ROCHEDREUX

Rochedreux Charles — Digitally signed by Rochedreux Charles Date: 2021.05.11 08:52:47 +02'00'

Stéphane MENTION

Mention Stephane — Digitally signed by Mention Stephane DN: cn=Mention Stephane, o=Siemens, email=stephane.mention@siemens.com Date: 2021.05.17 08:39:18 +02'00'

Manager Training Courses

Catherine GASPARI

Gaspari Catherine — Digitally signed by Gaspari Catherine DN: cn=Gaspari Catherine, o=Siemens, email=cathy.gaspari@siemens.com Date: 2021.05.11 11:01:51 +02'00'

Certificate

It is hereby certified that

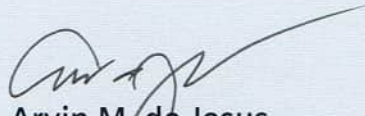## Kertvin G. Tugado

has successfully participated in the course

PCS7 System Training

from September 17 to 21,2012

The central themes of the course were:
- Process Control using PCS7
- System and Hardware Configuration (including Design Tips)
- Analyzing a Process Automation project structure
- Programming using Continuous Function Charts (CFC)
- Programming using Sequential Function Charts (SFC)
- Operator Control & Monitoring (OS)
- Bulk Engineering
- Multi-Project Engineering

Daniel Joshua G. Lucero
PCS7 Trainor

Arvin M. de Jesus
AVP, Industrial Automation

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