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

SIEMENS
Ingenuity for life

Siemens Core Learning Program

EFMD CLIP ACCREDITED

People and Business Management 2-1

Certificate of attendance

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

Daniela Proust
Head of
Global People Enablement and Growth

SIEMENS

SIEMENS
Ingenuity for life

Leading without Authority-virtual

Certificate of attendance
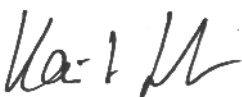
Kertvin Tugado

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
Ingenuity for life

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

GID: Z0040EDS

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

Smart Infrastructure

SIEMENS

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
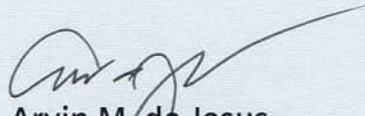
has successfully participated in the course

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

SIEMENS

sitrain

Workshop Confirmation

SIMATIC PCS 7 Process Safety

Mr. Kertvin Tugado

of Siemens

has successfully participated in the mentioned workshop in the scope of
Siemens Solution Partner Automation
from 11/14/2022 to 11/18/2022.

Content	see attachment
ID	WSPS23E01
Host	DI PA S&V AE PTM
Chair	Franz Handermann
Speaker	Lennart Petersen

_____

Franz Handermann
Partner Manager Process Safety

SIEMENS