

MENTORA INSTITUTE

hereby certifies that


Kertvin Tugado

has been granted the Certificate of Completion for the program

Fueling Expertise for Managers

February 2021





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



People and Business Management 2-1

Certificate of attendance

Siemens
Core
Learning
Program



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

A handwritten signature in black ink that reads 'Daniela Proust'.

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

Leading without Authority-virtual

Certificate of attendance

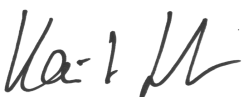
Learning Campus Germany

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



Leading and Collaborating Virtually

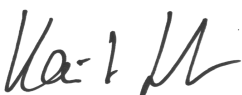
Certificate of attendance

Learning Campus Germany

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





Certificate

Product and Solution Security (PSS01) - General Introduction

**Kertvin Tugado
(GID:Z0040EDS)**

successfully completed the above mentioned course on
22-AUG-2020 (duration: 00:18 hours).

The participant has got an overview and basic understanding related
to "Production and Solution Security (PSS): General Introduction".

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
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SIEMENS



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.

Siemens AG
Munich, Germany
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SIEMENS



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

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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

Marin CONRADY

Marco RIVA

Doriane SUC

Guillaume PRUNIER

Ashokkumar JOTHIRAJ

Charles ROCHEDREUX

Stéphane MENTION

Lanneau Angelique

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

Conrady
Marin

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Suc Doriane

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Guillaume

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Rochedreux Charles

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Date: 2021.05.11 08:52:47 +02'00'

Mention
Stephane

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Manager Training Courses

Catherine GASPARI

Gaspari
Catherine

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Certificate

It is hereby certified that

Kertvin G. Tugado

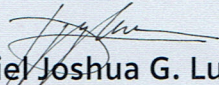
has successfully participated in the course

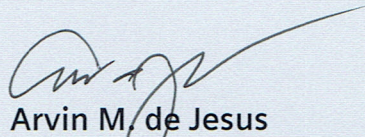
PCS7 System Training

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