

## SECRETARY'S CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:

I, **NARCISO P. NARIO, JR.**, of legal age, Filipino, with business and postal address at 7<sup>th</sup> Floor COCOLIFE Building, 6807 Ayala Avenue, Makati City, 1226, after having been duly sworn to in accordance with law, do hereby depose and say that:

1. I am the duly elected and incumbent Corporate Secretary of the **United Coconut Planters Life Assurance Corporation (COCOLIFE)**, a corporation duly organized and existing under Philippine laws, with office address at COCOLIFE Bldg., 6807 Ayala Avenue, Makati City, 1226;
2. I am the custodian of the corporate books and records of the Corporation, including the Minutes of Meetings and Resolutions of its Board of Directors (the Board);
3. At the Regular Meeting of the Board of Directors of COCOLIFE held on 23 July 2021 via remote communication (videoconferencing), the following excerpts, as reflected in the minutes of said meeting, are herein quoted as follows:

### "2020 ENGAGEMENT SURVEY REPORT

*Operations Division Head VP Mark Anthony F. Arbis informed the Board that the Company conducted an engagement survey which was spearheaded by the Human Resource and Administrative Services (HRAS) under SVP Teresita Soledad UB. Dela Vega and FVP Atty. John Nowell R. Cruz. He stated that the said survey is aimed to check the employees in terms of how driven and inspired they are in work. He then proceeded with his presentation, the highlights of which are as follows:*

xxx

*VP Arbis explained that such engagement survey was conducted since Management is genuinely concerned for the welfare of the employees. He added that in a study done by HR analytics firm provides that every 0.1 difference in engagement score leads to a financial loss approximately amounting to \$ 5 Million.*

xxx

*At this point, VP Arbis also reported that an ideal engagement score for an organization should have an average of 72%. He then presented the results of the engagement survey conducted last year.*

xxx

*VP Arbis then reported that the aforementioned item is the most highly rated in the said survey.*

xxx

*As regards the question on tangible rewards, VP Arbis reported that 78% of respondents said that they are satisfied with tangible rewards that they receive for their exemplary work. He noted that the aforementioned item is the least rated in the survey.*

xxx

*At this point, VP Arbis noted that the item which the employees value most in the Company is the Benefits. However, the item which the employees think that the Company should improve on is Compensation.*

xxx

*Discussion ensued.*

xxx

***Thereafter, the Board duly noted the report.”***

- I am executing this Certificate to attest to the truth of the foregoing, and that the said excerpts from the abovementioned Minutes are a faithful reproduction thereof, and have not been repealed, altered or otherwise modified up to the present.

FURTHER AFFIANT SAYETH NAUGHT.

**IN WITNESS WHEREOF**, I have hereunto set my hand on this \_\_\_\_\_ day of APR 12 2022 2022 at the City of Makati, Philippines.

**NARCISO P. NARIO, JR.**  
Corporate Secretary

**SUBSCRIBED AND SWORN** to before me this \_\_\_\_\_ day of APR 12 2022 2022 affiant exhibiting to me his Unified Multi-Purpose ID CRN-0111-2766281-2 and Driver's License N02-82-057709.

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Series of 2022.

**REX D. LAMPA**  
NOTARY PUBLIC  
Appointment No. M-273 2019-2020  
Until June 30, 2022 per Supreme Court Resolution  
B.M. No. 3795 dated 28 September 2021  
8<sup>th</sup> Floor Cocolife Bldg., 6807 Ayala Ave., Makati City  
Lifetime IBP No. 010868 - Quezon City Chapter  
MCLE Compliance No. VI-0021886; 03-29-2019  
PTR No. 8852214; 01/03/2022 - Makati City  
Roll of Attorney's No. 55980