



Cotton and Diaz Insurance Services Incorporated

Life – Non Life – Medical – Pension

www.cotton-diaz.net

Cotton & Diaz

27 May 2025

Atty. Reynaldo A. Regalado
Insurance Commissioner
Insurance Commission
1071 United Nation Ave., Manila



RE : Submission of the 2024 Annual Corporate Governance Report

Dear Atty. Regalado,

In compliance with the Insurance Commission Circular Letter NO. 2020-72, Submission of the Annual Corporate Governance Report (ACGR), we respectfully submit two (2) copies of our fully accomplished and notarized ACGR covering January to December 2024 operations.

We trust you find everything in order.

Very truly yours,

CONSTANCIO R. DIAZ II
President

ANNUAL CORPORATE GOVERNANCE REPORT

**COTTON AND DIAZ INSURANCE
SERVICES, INC.**

May 25, 2025

ANNUAL CORPORATE GOVERNANCE REPORT OF
COTTON AND DIAZ INSURANCE SERVICES, INC

1. For the fiscal year ended . December 31, 2024
2. Certificate Authority Number IB-27-2025R
3. Province, Country or other jurisdiction of incorporation or organization
Makati, Philippines
4. Address of Principal Office
Unit 205 One Corporate Plaza 845 A. Arnaiz Ave., Legaspi Village
5. Company's telephone number, including area code
(02) 8817-8650 / (02) 8817-8680
6. Company's official website
www.cotton-diaz.net

ANNUAL CORPORATE GOVERNANCE REPORT			
COMPLIANT/ NON- COMPLIANT		ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	compliant	The Board of Directors has vast array of working knowledge, experience and expertise in managing companies across different industries	
2. Board has an appropriate mix of competence and expertise.	compliant		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	compliant		
Recommendation 1.2			
1. Board is composed of a majority of nonexecutive directors.	compliant	The BOD is composed of the following : Mr. Mutsuo Watada Mr. Constancio B. Diaz Mr. Constancio R. Diaz II Mr. Carlito C. Gimena Mr. Daisuke Ishii Ms. Marilou A. Villaran Atty. Joseph Evangelista	
Recommendation 1.3			

1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Not Applicable	To be covered by the Manual of Corporate Governance to be created within 2024	
2. Company has an orientation program for first time directors.	Not Applicable		
3. Company has relevant annual continuing training for all directors.	Not Applicable		
Recommendation 1.4			
1. Board has a policy on board diversity.	compliant	Of the six members of the Board, five are male and the one is female.	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	The Corporate Secretary is Atty. Josehp Evangelista	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		
4. Corporate Secretary attends training/s on corporate governance.	Non-compliant		
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	CO: Johanalet C. Aspiras Position: Senior Accounting Supervisor	CDIS is small company; the CO served 20 years in the company
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	compliant		

3. Compliance Officer is not a member of the board.	Compliant		Compliance Officer reports to the Committee of the Board
4. Compliance Officer attends training/s on corporate governance.	Compliant		Attended training on Money Laundering
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	compliant	CDIS By-Laws	Defined in the By-Laws - Article III Board of Directors
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	compliant		
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	compliant		
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	compliant	The Chairman has been engaged in the business for than 40 years	
Recommendation 2.4			
1. Board ensures and adopts an effective succession-planning program for directors, key officers and management.	compliant		
2. Board adopts a policy on the retirement for directors and key officers.	compliant		
Recommendation 2.5			

1. Board formulates and adopts a policy specifying the relationship between remuneration and performance of key officers and board members.	compliant		
2. Board aligns the remuneration of key officers and board members with long term interests of the company	compliant		
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	compliant		
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	compliant		
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Not Applicable		
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Not Applicable		
4. Board nomination and election policy includes how the board reviews nominated candidates.	Not Applicable		
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Not Applicable		
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Not Applicable		
Recommendation 2.7			

1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Not Applicable		
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Not Applicable		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Not applicable		
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	compliant	Company By-Laws	Management Team Appointed: Chairman: Mutsuo Watada Vice Chairman: Constancio B. Diaz President : Constancio R. Diaz II Corp. Sec: Joseph Evangelita
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	compliant		
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	compliant	Company by-laws	Management Team Appointed : Chairman : Mutsuo Watada Vice Chairman : Constancio B. Diaz Vice President : Daisuke Ishii Corp. Sec : Atty. Joseph Evangelista C.O. : Johanalet C. Aspiras

2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant		
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		
3. Board approves the Internal Audit Charter.	Compliant		
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant		
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant		
Recommendation 2.12			

Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Non-compliant		
2. Board Charter serves as a guide to the directors in the performance of their functions.	Non-compliant		
3. Board Charter is publicly available and posted on the company's website.	Non-compliant		
Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Not Applicable		
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Not Applicable		

2. Audit Committee is composed of at least three appropriately qualified nonexecutive directors, the majority of whom, including the Chairman is independent.	Not Applicable	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Not Applicable	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Not applicable	
Recommendation 3.3		
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	Not applicable	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Not applicable	
3. Chairman of the Corporate Governance Committee is an independent director.	Not applicable	
Recommendation 3.4		

1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Not applicable		
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Not applicable		
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Not applicable		
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Not applicable		
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Not applicable		
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Not applicable		
Recommendation 3.6			

1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Not applicable		
2. Committee Charters provide standards for evaluating the performance of the Committees.	Not applicable		
3. Committee Charters were fully disclosed on the company's website.	Not applicable		
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			

1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-videoconferencing conducted in accordance with the rules and regulations of the Commission.	compliant		
2. The directors review meeting materials for all Board and Committee meetings.	compliant		
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	compliant		

Recommendation 4.2			
1. Non-executive directors concurrently serve as directors to a maximum of five. Insurance Commission Regulated Entities (ICREs) and publicly-listed companies to ensure that they have sufficient time to fully prepare for meetings, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Compliant		
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Not applicable		
Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
Recommendation 5.1			
1. The Board is composed of at least twenty percent (20%) independent directors.	compliant		
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	compliant		

Recommendation 5.3

1. The independent directors serve for a maximum cumulative term of nine years. As far as Insurance Companies are concerned, the foregoing term limit shall be reckoned from 02 January 2015 while the reckoning date for the Pre-Need Companies and Health Maintenance Organizations shall be from 21 September 2016. For other covered entities, all previous terms served by existing Independent Directors prior to the effectivity of this Circular shall not be included in the application of the term limit prescribed in this item.	compliant		
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	compliant		
3. In the instance that the company retains an independent director in the same capacity after nine years, the board submits to the Insurance Commission a formal written justification and seek shareholders' approval during the annual shareholders' meeting.	compliant		

Recommendation 5.4

1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Not applicable		
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2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	compliant		
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director or where the roles of Chairman and CEO are being held by one person, the Board should designate a lead director among the independent directors.	Not applicable		
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Not applicable		
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive directors present to ensure that proper checks and balances are in place within the corporation.	Not applicable		
2. The meetings are chaired by the lead independent director.	Not applicable		

Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.

Recommendation 6.1

1. Board conducts an annual self-assessment of its performance as a whole.	Not applicable	
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2. The performance of the Chairman is assessed annually by the Board.	Not applicable	
3. The performance of the individual member of the Board is assessed annually by the Board.	Not applicable	
4. The performance of each committee is assessed annually by the Board.	Not applicable	
5. Every three years, the assessments are supported by an external facilitator.	Not applicable	

Recommendation 6.2

1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Not applicable	
2. The system allows for a feedback mechanism from the shareholders.	Not applicable	

Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	compliant		
2. The Code is properly disseminated to the Board, senior management and employees.	compliant		
3. The Code is disclosed and made available to the public through the company website.	compliant		
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	compliant		
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	compliant		
Disclosure and Transparency			

Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	compliant	Thru Audited Financial Statement	
Recommendation 8.2			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	compliant		
Recommendation 8.3			
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Not applicable		
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	compliant		

Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	compliant	Company By-Laws	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	compliant	Company By-Laws	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Not Applicable		
Recommendation 8.5			

1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Not Applicable		
2. Company discloses material or significant RPTs reviewed and approved during the year.	Not Applicable		

Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Not Applicable		
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Not Applicable		
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant		
2. Company's MCG is posted on its company website.	Compliant		

Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Not Applicable		
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	Not Applicable		
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	compliant		

Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on:		Not Applicable	
i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review - and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
Recommendation 9.3			
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.		Not Applicable	
1. Company discloses the nature of nonaudit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.		Not applicable	

2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on nonaudit services, which could be viewed as impairing the external auditor's objectivity.	Not applicable		
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	compliant		
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	compliant		
Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.			
Recommendation 11.1			

1. The company should have a website to ensure a comprehensive, cost efficient, transparent, and timely manner of disseminating relevant information to the public.	Compliant	Website: www.cotton-diaz.net	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	compliant	The company's internal control system relies on the implementation and determination of the efficiency of the company policies on employee conduct, compliance policies, and data management.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant		
Recommendation 12.2			

1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	compliant		
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	compliant		
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	compliant		
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	compliant		
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Not applicable		
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Not applicable		

2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Not applicable	The CO/CRO has a rank of a manager with direct reports handling the assigned responsibilities/Task. The CO/CRO is directly reporting to the Committee of the Board.	
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Not Applicable		
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Not Applicable		
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Not Applicable		
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	Not applicable		

2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Not applicable	
Recommendation 13.4		
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Not Applicable	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Not applicable	
Duties to Stakeholders		
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.		
Recommendation 14.1		
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	
Recommendation 14.2		
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	

Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant		
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			

Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	compliant		
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	compliant		
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	compliant		
Recommendation 15.3			

1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Not applicable		
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Not applicable		
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Not applicable		
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant		

CERTIFICATION

The undersigned certify that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of our own personal knowledge and/or based on authentic records.

Signed in the City of Makati on the 27th May 2025


MUTSUO WATADA
Chairman of the Board


CONSTANCIO R. DIAZ II
President


JOSEPH EVANGELISTA
Corporate Secretary

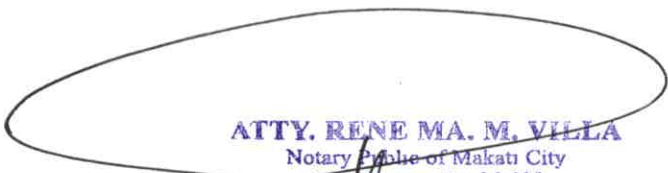

JOHANALET C. ASPIRAS
Compliance Officer

MAY 28 2025

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2025 by the following who are all personally known to me (or whom I have identified through competent evidence of identity) and who exhibited to me their respective identification document as follows:

NAME	ID Number	Date /Place Issued
1. Mutsuo Watada	Passport TSO845646	May 18, 2028 / Japan
2. Constancio R. Diaz II	Driver's License N0386024043	March 03, 2024/Manila
3. Joseph Evangelista	Passport P8827594A	September 20, 2028
4. Johanalet C. Aspiras	Driver's License N0314025721	September 23, 2022

Doc. No. 
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Book No. 
Series of 2025


ATTY. RENE MA. M. VILLA
Notary Public of Makati City
Appointment No. M-110
(Ren) (2025 - 2026)
Until December 31, 2026
PTR No. 10467471; 01-03-2025; Makati City
IBP Lifetime No. 013595; 12-27-2013; I.C
Roll No. 37226
MCLE Compliance No. VIII-0012754; 08-27-2024
Ground Floor, Makati Terraces Condominium
8888 Alabang St., Toreros, Makati City