

# MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into on \_\_\_\_\_ in \_\_\_\_\_ Philippines by and between:

**TERUMO (PHILIPPINES) CORPORATION**, a domestic corporation organized and existing under the laws of the Republic of the Philippines, and registered under SEC Reg. No. 1998-03142 with office address at 124 East Main Avenue, Laguna Technopark, Biñan City, Laguna, represented in this act by its President **MR. KEIICHI AMATATSU**, herein referred to as the "**COMPANY**";

and

**EASTERN VISAYAS STATE UNIVERSITY**, an educational institution, with office address at Archbishop Lino R. Gonzaga Avenue, Tacloban City, 6500, Philippines, herein represented in this act by its University President, **DR. DENNIS C. DE PAZ**, hereinafter referred to as the "**UNIVERSITY**".

The parties shall hereinafter be called singly as, the "**Party**", and collectively, the "**Parties**".

## WITNESSETH:

**WHEREAS** the UNIVERSITY commits itself to total human development of its students by extending the facilitation of learning beyond the classroom environment through exposure to real-world experience, especially in the fields/work areas where they will be required to apply the knowledge and skills gained from their respective academic programs;

**WHEREAS**, the COMPANY is offering the On-the-Job Training (OJT) / Program to qualified students who will undergo industry exposure prior to graduation in order to become adequately familiar with the industrial/business operations and management, thereby augmenting their formal training

**WHEREAS**, the COMPANY agrees to accept students of the UNIVERSITY as trainees ("**Student-Trainees**") in its various facilities in support of the on-the-job training program of the UNIVERSITY;

**WHEREAS**, the UNIVERSITY, intending to forge an Industry-Academe Linkage to complement existing curricula and match industry demand, agrees to endorse their students and provide participants in the said program to be trained in the COMPANY.

**NOW, THEREFORE**, for and in consideration of the foregoing premises and of the mutual covenants, stipulations and agreement, the **COMPANY** and the **UNIVERSITY** hereby mutually agree to the following:

### A. The **COMPANY** shall:

1. Deploy the Student-Trainees to its different operating Department/Sections (as stipulated in the Recommendation Letter) for a period of nine (9) months from **September 10, 2024, until June 10, 2025** ("**Training Period**") unless extended or earlier terminated upon mutual agreement by the COMPANY and the UNIVERSITY. The Student-Trainees are not allowed to work or transfer to other company due to any other purpose or reason, while under the Training Program in the COMPANY;
2. Formulate and provide a Training Plan/Program ("**Training Program**") for the Student-Trainees, in cooperation with the concerned Department of the COMPANY. The Training Program shall include the details of the training proper, the schedule, and activities for each phase. The COMPANY shall provide free relevant instruction, exposure, and training to the Student-Trainees, consistent with its policies, rules and regulations and with the established Training Program. It shall treat the Student-Trainees in a professional manner and shall ensure that the Student-Trainees, in the course of training, shall not be exposed to any form of harassment/discrimination/bullying/unethical practice or tasks and work assignments that are unreasonably risky, dangerous or unrelated to the purposes

of the Training Program. The COMPANY shall commit to providing an Internship environment and learning experiences free of discrimination and harassment, where all Student-Trainees are treated with respect and dignity to be able to contribute significantly and have equitable opportunities. The COMPANY shall act immediately on observations or allegations of discrimination or harassment and should address potential problems before they become serious;

2. Assign COMPANY personnel who will monitor, and supervise the student-trainees, especially on those which pertain to safety and security precautions;
3. Assign COMPANY personnel who shall guide the Student-Trainees and perform practical and related work instruction, or activities along their area of specialization;
4. Conduct written exam/s and trade test/s to gauge the training development of the Student-Trainees;
5. Ensure that no Student-Trainees shall attend to any guests, or use any facility, equipment, or supply of the COMPANY, without the written consent and authority of the COMPANY, its staff, and personnel;
6. Accommodate the following Student-Trainees and accomplish necessary forms required by the UNIVERSITY (e.g. OJT Request Form, Acceptance Form, Training Plan Form, Performance Evaluation Report) in connection with the training requirements of the students. The below list of Student-Trainees shall be exclusive and exhaustive. Any change thereto shall only be allowed upon the written consent of the COMPANY;

NO.	FULLNAME	AGE	COURSE
1	NIUMARC ACEBO <i>ACEBO</i>	22	BS Industrial Technology major in Electronics
2	CYDRIC AFABLE <i>AFABLE</i>	25	BS Industrial Technology major in Refrigeration and Airconditioning
3	ALDIN ALMEDORA <i>ALMEDORA</i>	23	BS Industrial Technology major in Electronics
4	ALFREDO BIOC JR. <i>BIOC JR.</i>	23	BS Industrial Technology major in Electronics
5	MARK JYD DAEP <i>DAEP</i>	21	BS Industrial Technology major in Electricity
6	GILBERT DUMDUM <i>DUMDUM</i>	23	BS Industrial Technology major in Electronics
7	ARNOLD ROY GILBUENA <i>GILBUENA</i>	23	BS Industrial Technology major in Electronics
8	MEDINA, CHRISTEAN <i>MEDINA</i>	21	BS Industrial Technology major in Electricity
9	CAROLINA MORADA <i>MORADA</i>	23	BS Mechanical Technology major in Welding and Fabrication
10	DEXTER NATULLA <i>NATULLA</i>	21	BS Industrial Technology major in Refrigeration and Airconditioning
11	MARK EARL NOMBRE <i>NOMBRE</i>	23	BS Industrial Technology major in Electricity
12	JAY ANN RETOSTOS <i>RETOSTOS</i>	22	BS Industrial Technology major in Electronics
13	IVAN ASHLEY RONQUILLO <i>RONQUILLO</i>	20	BS Industrial Technology major in Electronics
14	FREDALYN VALERIANO <i>VALERIANO</i>	24	BS Industrial Technology major in Electronics
15	LORENZO YAUNA <i>YAUNA</i>	21	BS Industrial Technology major in Electricity

7. Subject to the provisions of Paragraph 8 of this Agreement, the COMPANY shall provide the Student-Trainees with the following incentives, benefits and monthly allowance:

8.1 Training allowance of Php 390.00 plus a Php 29.00 meal subsidy and free shuttle service (with designated pick-up and drop-off points and schedule of departure and arrival) on each day they report for work for a minimum of eight (8) hours per day. Should the training exceed eight (8) hours/ day, the Student-Trainee shall be given an additional allowance of Php 60.94/ hour above the first eight (8) hours;

8.2 Free Air Fare/Transportation Fee from **TACLOBAN AIRPORT** to **LAGUNA** and vice versa (i.e., arrival in the COMPANY premises and departure therefrom after the completion Training

*[Handwritten signatures and initials]*

Period), subject to the provisions of Paragraph (E)(2) on Fortuitous Events, and Paragraph (F)(2) on Termination;

8.3 Set of COMPANY uniform/s to be worn inside the COMPANY premises, and a locker to safeguard their personal belongings during the Training Period;

8.4 Christmas gifts and/or other giveaways should the training coincide with the Christmas season and/or other special events of the COMPANY;

8.5 Medical Benefits & Personal Accident Insurance:

**For Minor/Common Illnesses:**

- Free medical check-up to be conducted by the COMPANY Physician
- Free medicine to be provided by the COMPANY Clinic

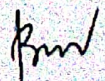
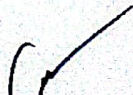
**For Serious Illnesses:**

- Free medical check-up & referral by the COMPANY-accredited Physician upon initial diagnosis
- Free first aid treatment, medicines, and service from the COMPANY Medical Team (First-aiders, Nurse, and Physician) including free transportation to the COMPANY's accredited hospital in case of emergency.
- Free initial medical assistance in the form of medical exams and medical treatment expenses in case the Student-Trainee contracts or acquires a work-related serious illness or injury during the Training Period.
- In case the Student-Trainee contracts or acquires a serious illness or injury that is not work-related; and such was contracted or acquired during the Training Period, the COMPANY shall exercise its sound discretion and judgment as regards payment or reimbursement, if any; *Provided*, that the COMPANY shall take into account the nature and circumstances of each case, and; *Provided further*, that such illness or injury was not due to the Student-Trainee/s's fault, negligence, imprudence, or to an act or omission which constitutes a crime or offense under the law.

**In case of work-related accidents (Personal Accident Insurance Coverage):**

- Free first aid treatment, medicines, and service from the COMPANY's Medical Team (First-aiders, Nurse, and Physician), including free transportation to and from the hospital in case of emergency or serious, work-related injury
- Medical reimbursement for medicines consumed, whether the same be administered during outpatient or hospital confinement, in an amount not exceeding TEN THOUSAND PESOS (Php10,000.00) per Student-Trainee throughout the Training Period
- In case of death of the Student-Trainee, Personal Accident Insurance worth ONE HUNDRED THOUSAND PESOS (Php 100,000.00) to be given to the Student-Trainee's named beneficiary, subject to the terms and conditions outlined in the insurance policy taken out by the COMPANY for such purpose

8. Require the Student-Trainees to undergo the COMPANY's General Orientation Program ("GOP") which covers the following matters, including, but not limited to, the COMPANY Background and Profile, Organizational Structure, Rules and Regulations, Code of Discipline and Conduct, Safety

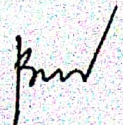
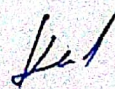
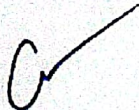


Training, 5S Orientation, On-the-Job Training Terms & Conditions, and other relevant matters as may be determined by the COMPANY from time to time;

9. Conduct section training and involve the Student-Trainees in activities and tasks aimed at developing their knowledge, skills, work attitude, and creative abilities;
10. Provide and subject the Student-Trainees to an evaluation process as determined by the COMPANY to gauge the training performance of each Student-Trainee;
11. Enforce policies, guidelines, rules, and regulations that shall govern and regulate the Training Program and the conduct of the Student-Trainees within the COMPANY premises or at any other place where the COMPANY exercises authority over the Student-Trainees, and subject the Student-Trainees to the appropriate sanctions as the COMPANY deems fit under the circumstances, in case of violations committed by the Student-Trainees. The COMPANY reserves the right to enforce its rights and pursue other remedies and reliefs available to it under the law in case the Student-Trainee/s shall cause damage to COMPANY property and/or injury to any of its officers, directors, Associates, or other duly authorized representatives.
12. Within a reasonable time after the termination of this Agreement, issue a duly signed Certificate of Completion bearing the name, logo/ seal of the COMPANY in favor of the Student-Trainee. The COMPANY reserves the right to withhold or refuse such issuance in meritorious cases, including, but not limited to:
  - 12.1 Unjustified pre-termination of this Agreement by the UNIVERSITY;
  - 12.2 Undue pre-termination of this Agreement due to the fault of the UNIVERSITY or the Student-Trainee; and
  - 12.3 Voluntary cancellation or renunciation of the Training Program by the Student-Trainee.
13. Any outstanding monetary obligations incurred by the Student-Trainees before the expiration of their OJT Program, the Student-Trainees must be settled first all their obligations to the COMPANY before issuance of the OJT Certificate of Completion from the COMPANY.

#### **B. The UNIVERSITY shall:**

1. Only recommend highly qualified and competent Student-Trainees, who are of good moral character, medically, physically and psychologically fit, in such number and frequency of placement as may be directed by the COMPANY, shall undergo the Training Program, subject to the requirements or qualifications as determined by the COMPANY;
2. Properly endorse its Student-Trainees, as listed in Paragraph (A)(6) of this Agreement, to the COMPANY, and submit to the COMPANY their corresponding Resume; Endorsement Letter issued by the UNIVERSITY; Parent/ Guardian's Waiver; Medical Exam Result (with fit to work result); NBI Clearance (with no derogatory remarks), and; such other documentary requirements in relation to or connected with the Student-Trainee/s or to the on-the-job training program, as may be determined by the COMPANY from time to time;
3. Designate a Program Coordinator who shall perform the following duties and responsibilities:
  - 3.1 Conduct the initial orientation of the Student-Trainees as regards the general rules, proper work attitude, professional behavior, conduct, and deportment;
  - 3.2 Formulate a supervised Training Program in coordination with the COMPANY;
  - 3.3 Periodically monitor attendance and the work performance of each Student-Trainee.
4. Prepare and execute a notarized written consent (CMO NO. 104, series 2017, Art. 16 (16.1.6)) from his or her parents or legal guardian, signed by the Student-Trainee and their parents/guardian, The notarized written consent shall be submitted to the COMPANY before the commencement of the training, and the COMPANY reserves the right to refuse the acceptance of the Student-Trainee until such notarized written consent signed by their parents/guardian has been duly submitted.



5. Hold and defend the COMPANY free and harmless from any liability, action, or claim that may be filed against the COMPANY by any third party, arising out of, in relation to, or in connection with this Agreement.
6. In the event that the STUDENT-TRAINEE suffers from any medical illness, including physical, mental, or psychological issues which is confirmed by a medical diagnosis by an affiliate medical doctor and such illnesses were conclusively acquired during the On-the-Job Training and the STUDENT-TRAINEE requests to return home and discontinue the training, and prefer to receive medical attention from his/her chosen healthcare provider or personal physician, the COMPANY and UNIVERSITY will share the travel expenses equally.

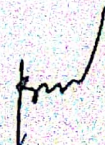
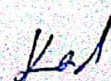
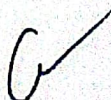
**C. The STUDENT-TRAINEE shall:**

1. Abide by the administrative policies, rules, and standards of the COMPANY and UNIVERSITY;
2. Pay the amount of money advanced by the COMPANY for accommodation, personal effects, transportation not covered under Section A-8.2, food and clothing allowance, and other miscellaneous items.
3. Accomplish the assigned tasks to the best of his/her abilities and conform with the /OJT Program set forth by UNIVERSITY and the COMPANY;
4. Complete the agreed scope of work within the agreed duration of the OJT Program;
5. Timely report for work in his/her training assignments in the best of his/her ability and in view of his/her expected skill and knowledge of the subject matter;
6. Renounce and waive any claim against COMPANY and/or UNIVERSITY for any injury or loss that the he/she may sustain or may suffer, personal or pecuniary, in the performance of his/her duties and functions while under training, unless such is attributable to the negligence or fault of any of the employees, officers, or personnel of the COMPANY and/or UNIVERSITY;
7. Indemnify the COMPANY, in case of losses, and/or damages that the COMPANY may sustain due to the fault, negligence, or imprudence of the Student-Trainee;
8. Comply with the company policy in the prohibition of workplace romance, especially when the work is adversely affected, the dignity of the workplace is desecrated, and office scandals make executives lose their moral standing;
9. Duly-signs a non-disclosure agreement (NDA) or confidentiality agreement.
10. In the event that the STUDENT-TRAINEE wish to discontinue his/her OJT training with reason other than medical issues but rather personal reason or personal choice, the STUDENT-TRAINEE shall be responsible for covering all expenses related to airfare or transportation fees.

**D. Confidentiality and Intellectual Property Rights**

1. Except as may be required by law, competent governmental authority, or by order of the court, the UNIVERSITY and the Student-Trainee/s shall not:

- 1.1.1 Divulge or disclose any kinds of proprietary or confidential information relating to the Terumo Group, the COMPANY, and its business, or to any of its affiliates, suppliers, service providers, or customers, or each of their respective businesses or any trade secrets which the Student-Trainees may possess while employed by the COMPANY or prior thereto ("Confidential Information") to any other person or entity, without the prior written consent of the COMPANY.



1.1.2 Use or attempt to use any such Confidential Information in any manner that is contrary to the purpose of this Agreement which may cause or be calculated to cause injury or loss to the Terumo Group, the COMPANY, or its affiliates, suppliers, service providers, or any third party with whom the COMPANY transacts with in whatever capacity.

2. During the Training Period and even thereafter, the UNIVERSITY and the Student-Trainee/s shall exert all efforts to prevent the unauthorized disclosure of any such Confidential Information to third parties. This restriction shall cease to apply to information or knowledge that may come into the public domain through no fault on their part.

3. All designs, slogans, policies, manufacturing techniques, programs, or devices relating to the business of the COMPANY or to any of its affiliates which are or may be discovered, invented, improved, or developed by the Student-Trainees during the training, during regular business hours or otherwise, shall *ipso facto* be the property of the COMPANY whether conceived, developed, manufactured, or implemented by the Student-Trainee, solely or jointly with others.

4. All confidential information remains the property of the COMPANY and will not be copy or reproduce without the express written permission of the COMPANY, except for copies that are necessary in order to fulfil the Purpose. Immediately upon termination of this Agreement, the UNIVERSITY and Student-Trainees shall return all Confidential Information, documents and property of COMPANY, including but not limited to: reports, manuals, correspondence, customer lists, computer programs, digital and electronic copies of documents and all other materials thereof relating in any way to the COMPANY's business.

#### E. Fortuitous Events

1. No Party shall be held liable in case of delay or non-performance of the provisions of this Agreement due to acts of God, natural or man-made calamities or disasters such as, but not limited to, earthquakes, fires, floods, storms, volcanic eruptions, tsunamis, or other cause of like nature; invasion or rebellion, wars, pandemics, or acts or orders of the government or other duly-constituted authorities ("**Force Majeure**"); *provided that*, the Party invoking it immediately notifies the other Party in writing, and; *provided further*, that the Party invoking it shall show that it has exercised reasonable diligence despite the existence of Force Majeure.

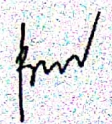
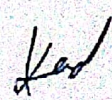
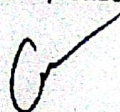
2. In the event that the Training Program is affected by Force Majeure, *and* the Student-Trainee is unable or it becomes impossible to return to his/her home or the premises of the UNIVERSITY, the following rules shall apply:

2.1 The UNIVERSITY warrants that: (a) the Student-Trainee shall remain *exclusively* in the accommodation provided for by the COMPANY unless otherwise determined by the COMPANY, and; (b) the Student-Trainee shall strictly follow any instructions, rules, and regulations issued by the COMPANY or by duly constituted government authorities having jurisdiction over the place where the accommodation is located. In case of a difference in these instructions, rules, and regulations, those set by the COMPANY shall prevail, to the extent allowable by law.

2.2 In all cases, the COMPANY shall not be held liable for any the consequences of the Student-Trainee's deviation from, or violation of said instructions, rules, or regulations;

2.3 The UNIVERSITY warrants that the Student-Trainee shall not commit any act or omission which may endanger the Student-Trainee's life or the lives of other persons, or increase the risks to life, limb, or property brought about by Force Majeure in Paragraph (E)(1). The COMPANY shall not be held liable for any the consequences of such acts or omissions by the Student-Trainee;

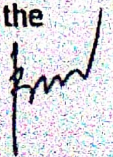
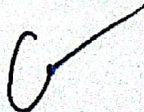
2.4 Expenses for food and accommodation during the period when such Force Majeure exists shall be shouldered by the COMPANY, **subject** to the provisions of Paragraphs (2.1) and (2.2); in case there is no means for the Student Trainee to purchase food supplies during the period of such force majeure exist, the company shall provide.



2.5 At the cessation of the existence of Force Majeure, and when the continuation or completion of the Training Program becomes impossible or moot, the travel arrangements, and expenses of the Student-Trainee for air/ sea fare shall be borne by the parents/guardian coordinated by the UNIVERSITY.

## F. Termination

1. This Agreement shall be immediately terminated by the COMPANY based on the following grounds:
    - 1.1 Failure by the UNIVERSITY or by the Student-Trainee/s to abide by the policies, rules, and regulations of the COMPANY, those imposed under the Training Program, or by the Terumo Group;
    - 1.2 Any act or omission by the UNIVERSITY or Student-Trainee/s that may cause grave or irreparable damage to the COMPANY, its property, its brand, or reputation;
    - 1.3 Any unlawful act or omission committed by the UNIVERSITY or the Student-Trainee against the COMPANY, or any of its officers, directors, Associates, or duly authorized representatives;
    - 1.4 Any act or omission by the UNIVERSITY or Student-Trainee/s that threatens the life, liberty, or property of any of the Company's officers, directors, Associates, or duly authorized representatives;
    - 1.5 Any unlawful act or omission by the duly authorized representative of the UNIVERSITY and/or the Student-Trainee/s;
    - 1.6 Serious or material breach of the provisions of this Agreement;
    - 1.7 Commission by the UNIVERSITY or by the Student-Trainee of grossly negligent acts or omissions tantamount to criminal negligence;
    - 1.8. Other meritorious grounds analogous to the foregoing.
  2. The COMPANY shall notify the UNIVERSITY of such fact in writing, and the offending Student-Trainee shall forfeit any unearned or unused benefit, including transportation expenses under Paragraph (A)(8.2) of this Agreement. Such forfeiture is without prejudice to the pursuit of any other right or remedy available to the COMPANY under the law.
  3. In all other cases not expressly included in the foregoing, the COMPANY reserves the right to terminate the training of any Student-Trainee on any reasonable ground or in the exercise of its management prerogative, by serving upon the UNIVERSITY, a fifteen (15)-day prior written notice, *provided*, that the Student-Trainee shall remain entitled to the benefits under Paragraph (8.2) of this Agreement.
- ## G. Other Common Provisions
1. There shall be no employer-employee relationship between the COMPANY, on one hand, and the Student-Trainees of the UNIVERSITY, on the other;
  2. The Student-Trainees shall observe the training schedule which shall be from 7:00 AM to 5:36 PM, Mondays to Fridays, as may be determined by the COMPANY. In the working schedule, the Student-Trainee shall be permanently assigned to a regular shift (7:00 AM to 5:36 PM). In case the working hours shall be extended due to an emergency, or to other reasonable causes as may be determined by the COMPANY, the Student-Trainees shall be compensated following Paragraph (A)(8)(8.1) of this Agreement.
  3. The Student-Trainee/s shall be liable for any damage to COMPANY property or injury to its officers, Directors, Associates, or other duly authorized representatives, or third persons due to the Student-Trainee's intentional or negligent acts. The amount of the pecuniary damage or loss may be deducted from the Student-Trainee/s' allowance or subsidy, at the discretion of the COMPANY, and any deficiency thereof shall be paid in full to the satisfaction of the COMPANY;
  4. The UNIVERSITY and the Student-Trainee warrant that the Student-Trainee shall, at all times, maintain strictly professional relations with other Student-Trainees, or to the officers, Directors, Associates, and duly authorized representatives of the COMPANY, and shall not engage in, or perform any act or actuation that would suggest otherwise;
  5. The UNIVERSITY may pull out any Student-Trainee from the COMPANY on reasonable grounds as it deems fit, or in the exercise of its prerogative by notifying the COMPANY in writing at least fifteen (15) days before the



intended date of pull-out. The UNIVERSITY shall be solely responsible for any travel arrangements and expenses from Manila, Philippines to Tacloban, Philippines as a result of such pull-out.

6. In case of a breach of any of the provisions of this Agreement, the innocent Party shall notify the offending party of such breach in writing and allow the offending Party to rectify it within ten (10) days from the time of such notice. Failure by the offending Party to rectify the acts or omissions constituting such breach shall terminate this Agreement immediately, without prejudice to the right of the innocent Party to pursue any remedy or relief that may be available under the law or equity.

#### H. Effectivity and Period

This agreement shall take effect on **September 9, 2024** and shall remain valid for a period of Three (3) years from the commencement date *except* when earlier terminated for causes provided for in this Agreement, or extended by mutual agreement between the Parties after being reviewed and renegotiated.

#### I. Amendments

Any provision of this Agreement may be amended, *provided* that the Party seeking such amendment shall notify the other in writing at least thirty (30) days before the intended date when such amendment is to take effect, and *provided further*, that such amendment be in writing and consented to by the duly authorized representatives of each Party.

#### J. Governing Law and Jurisdiction

In case of a dispute arising out of, in relation to, or connection with any of the provisions of this Agreement should happen, the laws of the Republic of the Philippines shall govern, and the courts of the City of Biñan, Laguna, Philippines shall have exclusive jurisdiction thereof.

**IN WITNESS WHEREOF**, the Parties hereto have signed this Agreement this \_\_\_\_\_  
in \_\_\_\_\_, Philippines.

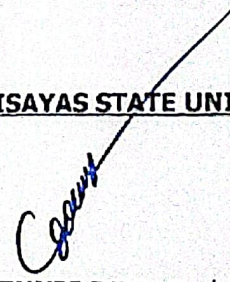
**TERUMO (PHILIPPINES) CORPORATION**

BY:


  
**MR. KEIICHI AMATATSU**  
President

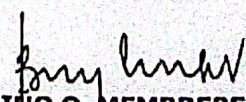
**EASTERN VISAYAS STATE UNIVERSITY**

BY:

  
**DR. DENNIS DE PAZ**  
University President

SIGNED IN THE PRESENCE OF:

  
**MS. FAITH L. BAUTISTA**  
HR & GA General Manager

  
**BERNARD NINO O. MEMBREBE, MDM**  
Dean, College of Technology

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES )  
 ) S.S.

BEFORE ME, a notary public for and in M. City this SEP 12 2024 day of 2024, personally appeared the following persons and presenting to me competent proof of their identities:

NAME	VALID ID	DATE/ PLACE ISSUED
KEIICHI AMATATSU	Passport No. TR9795458	05 Jan 2018 / Japan
DR. DENNIS DE PAZ	Employee ID D062695DC	26 Jun 1995 / Tacloban

Known to me to be the same person who executed this Memorandum of Agreement duly signed by the parties and their instrumental witnesses on each page thereof and acknowledged that the same is their own free and voluntary acts and deeds and of the entity they represent.

This instrument refers to Memorandum of Agreement consisting of nine (9) pages including this page, signed by the parties and their instrumental witnesses on the proper places.

WITNESS MY HAND AND SEAL at M. City, this SEP 12 2024 day of 2024.

Doc No. 302  
Page No. 61;  
Book No. 153  
Series of 2024

*[Signature]*  
**ATTY. EDWIN Y. CHUA**  
 Notary Public  
 Unit No. 71-2024  
 Appointer: **NOTARY PUBLIC**  
 PFR No. 3789676  
 Roll No. 36362  
 IBP Lifetime No. 436783  
 Tacloban City

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