

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) S.S.

SECRETARY'S CERTIFICATE

I, **ATTY. CESAR E. ROMANO, JR.**, Corporate Secretary of the HOME GUARANTY CORPORATION (HGC), a government-owned and controlled corporation created under Republic Act No. 8763, as amended, with principal office at the 335 Jade Building, Sen. Gil J. Puyat Avenue, Makati City, after having been duly sworn in accordance with law, hereby certify that pursuant to the Meeting of the Board of Directors held on June 27, 2019, the following resolution was adopted:

BOARD RESOLUTION NO. 19-2019

"RESOLVED THAT, THE BOARD APPROVES THE REVISED WHISTLEBLOWING POLICY OF HGC, HERETO ATTACHED AS ANNEX A, PURSUANT TO THE MEMORANDUM FOR THE BOARD OF DIRECTORS DATED JUNE 27, 2019, THROUGH THE OFFICER-IN-CHARGE FROM THE DEPARTMENT MANAGER, CORPORATE PLANNING DEPARTMENT, SUBJECT TO THE AMENDMENTS APPROVED BY THE BOARD AS FOLLOWS:

1. ON SECTION 4: THE WHISTLEBLOWING COMMITTEE
 - TO INCLUDE THE FOLLOWING AS MEMBERS:
 - a. MANAGER OF THE HUMAN RESOURCES DEPARTMENT
 - b. THE HGC EMPLOYEES ASSOCIATION PRESIDENT OR HIS/HER REPRESENTATIVE.

2. ON SECTION 3: SCOPE AND COVERAGE, 2ND PARAGRAPH, LETTER (17)
 - CHANGE "TAKING ADVANTAGE OF CORPORATE OPPORTUNITIES" TO "TAKING UNDUE ADVANTAGE OF CORPORATE OPPORTUNITIES".

RESOLVED FURTHER THAT, THE PRESIDENT/OFFICER-IN-CHARGE BE AUTHORIZED TO PERFORM ANY AND ALL ACTS NECESSARY TO IMPLEMENT THE FOREGOING."

27 June 2019, Makati City.


ATTY. CESAR E. ROMANO, JR.
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 28 JUN 2019 day of _____, affiant exhibiting to me his HGC Employee ID No. 0004162.

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Page No. 4
Book No. XV
Series of 2019.

MA. VICTORIA B. MARCELLANA
Notary Public for Makati City
Commission No. M-234 (2018-2019)
Jade Bldg., 335 Sen. Gil J. Puyat Ave., Makati City
IBP No. 065080, Ilocos Sur, Albay Chapter
PTR No. 7335181, Ilocos Sur, Albay Chapter
MCLE Compliance No. VI-00002226, April 15, 2022
ROLI NO. 40182

The Home Guaranty Corporation's Revised Whistleblowing Policy

Section 1. Purpose

The Home Guaranty Corporation (HGC), acting through its Board of Directors and Employees, shall conduct the affairs, operations and business of the Corporation in full compliance with applicable laws, rules, regulations. As public officers, the Board of Directors and Employees of the Corporation must exemplify the behavior and professional demeanor consistent with such laws, rules, regulations, policies and procedures of the highest standard.

The purpose of the Home Guaranty Corporation's (HGC) Revised Whistleblowing Policy is to enable any Board of Directors and Employees to report and provide information, anonymously if he/she wishes, and even testify on matters involving graft and corrupt practices in the Corporation, while providing for the protection and assistance to the Whistleblower.

Section 2. Definition of Terms

1. Corporation – refers to the Home Guaranty Corporation (HGC);
2. Employee – includes regular, temporary, co-terminous, directly-hired, casual and contractual employees of the Corporation, as well as officers;
3. Board of Directors – refers to the HGC Board of Directors;
4. Illegal Activities – refers to any act or omission, involving unethical/unlawful behavior, graft and corruption, unsound corporate practices, financial improprieties, accounting malpractices, and failure to comply with legal obligations and statutes and that which violates applicable laws, rules and regulations, as well as the Code of Ethics and other policies and procedures of the Corporation on, but not limited to, good governance, transparency, procurement and sound corporate practices, committed in relation to or in connection with HGC operations and transactions and where HGC is the aggrieved party.
5. Whistleblower – refers to any Employee or member of the Board of Directors who has personal knowledge or access to any data, information, fact or event constituting an illegal activity and makes a voluntary disclosure thereof in accordance with the provisions of this Policy; provided that, in cases where such person participated in the reported Illegal Activity, such person is not the most guilty;
6. Third-party – refers to consultants, contractors, suppliers, service providers, vendors or other persons who have business, contractual or other similar dealings or transactions with the HGC, or any other person as may be determined by the