



SECRETARY'S CERTIFICATE

I, **CESAR S. CABAÑES**, Filipino, of legal age, and with office address at Overseas Filipino Bank Center, Liwasang Bonifacio, Manila, after having been duly sworn in accordance with the law, hereby certify that:

1. I am the duly appointed Corporate Secretary of Overseas Filipino Bank, Inc. (the "Corporation"), a government financial institution duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal office address at Overseas Filipino Bank Center, Liwasang Bonifacio, Manila.

2. The Board of Directors of the Corporation, in a meeting via teleconference on 23 October 2020, at which a quorum is duly present, resolved to approve and adopt the following documents on the 2021 Performance Scorecard for submission to the Governance Commission on GOCCs, copies of which are attached and made integral parts hereof as annexes, to wit:

- a. PES Form 1 – Charter Statement (*Annex A*);
- b. PES Form 1 – Strategy Map (*Annex B*);
- c. PES Form 2 – Performance Scorecard (*Annex C*);
- d. PES Form 2a - PES Quarterly Target (*Annex D*);
- e. PES Form 2b – Measure Profile (*Annex E*);
- f. PES Form 3 – Strategic Initiative Profile (*Annex F*);
- g. Briefer on the Rationale of the CY 2021 Target (*Annex G*); and
- h. Plans and Programs, Targets and COB for CY 2021 (*Annex H*)

3. The above mentioned COB Plans and Programs, Targets and CY for CY 2021 are the same documents approved and adopted under Resolution No. 2020-63 by the Board of Directors of the Corporation in its meeting on 25 September 2020.

IN WITNESS WHEREOF I have hereunto set my hand on this 23rd day of October 2020 in the City of Manila, Philippines.

CESAR S. CABAÑES
Corporate Secretary