



is pleased to acknowledge that

Ashly Biju

*has satisfied all requirements laid forth by the corporation
as of November 4, 2024 and hereby merits the certification of:*

DEPARTMENTAL ANALYST

A handwritten signature in black ink, appearing to be "Phong Le", written over a horizontal line.

Phong Le
President & Chief Executive Officer



A handwritten signature in black ink, appearing to be "Ponna Arumugam", written over a horizontal line.

Ponna Arumugam
Senior Executive Vice President & Chief Information Officer