

# **CERTIFICATE OF APPRECIATION**

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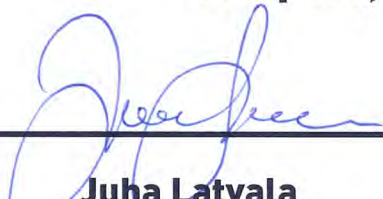
**This certificate is presented to**


**MARKUS YLISIURUNEN**

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**For high performance deliveries, productivity  
and punctuality, and the willingness - and off the  
scale ability - to learn. Ability to think from a  
customer's perspective.**

**Tampere, November 23rd, 2018**

  
**Juha Latvala**  
**Executive Vice President**

  
**Tania Jarret**  
**HR Lead**

**intopalo**  
**DIGITAL**