



*is pleased to acknowledge that*

**Oscar Grecco**

*has satisfied all requirements laid forth by the corporation  
as of April 24, 2024 and hereby merits the certification of:*

**DEPARTMENTAL ANALYST**

A handwritten signature in black ink, appearing to read "Phong Le".

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**Phong Le**  
President & Chief Executive Officer



A handwritten signature in black ink, appearing to read "Ponna Arumugam".

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**Ponna Arumugam**  
Senior Executive Vice President & Chief Information Officer