

CERTIFICATE OF ATTENDANCE

This is to certify that

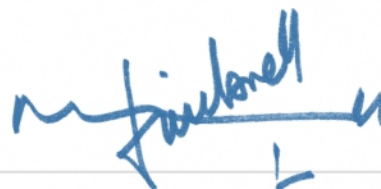
Julie Davidge

has successfully attended Phi Management's

COMPETENCY BASED INTERVIEW PROGRAMME

December 2025

Date



Micheline El Housseini Timbrell
Chief Executive Officer