



DEI Framework Certification

is awarded to

Luis Fernandez

Date: 12/04/2022

A handwritten signature in black ink, appearing to read "Matti Niebelschütz".

Matti Niebelschütz
Managing Director

A handwritten signature in black ink, appearing to read "Jonathan Passmore".

Prof. Dr. Jonathan Passmore
Senior Vice President
Coaching

Serial No.
cert_r102w0v2