

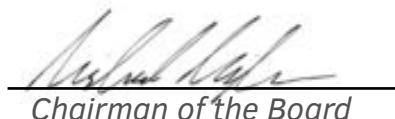


Nico Rimmеле

is awarded the designation
Certified Agile Leadership Essentials® on this day,
April 10, 2022, for completing the prescribed requirements
for this certification and is hereby entitled to all privileges
and benefits offered by SCRUM ALLIANCE®.



Certificant ID: 001344094 Certification Active through: 10 April 2024



A handwritten signature in black ink, appearing to read 'Nico Rimmеле', followed by a horizontal line and the title 'Chairman of the Board' in a smaller, italicized font.