



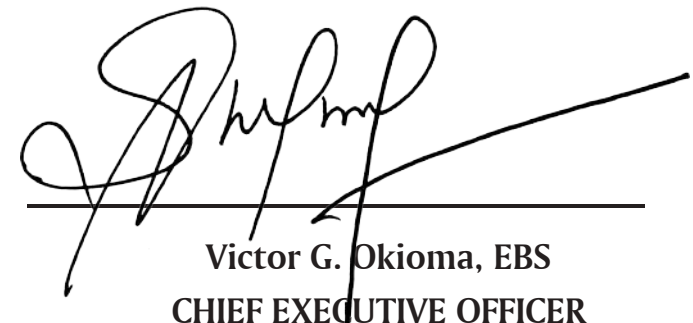
Certificate of Compliance

Is awarded to

Geothermal Development Company

for compliance with Alcohol and Drug Abuse Prevention and Management and reporting requirements for FY2020-21.

The composite score for the period July 2020 to June 2021 is 30%



Victor G. Okioma, EBS
CHIEF EXECUTIVE OFFICER