



Certificate of Compliance

Is awarded to

IDB Capital Limited

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 15%

A handwritten signature in black ink, appearing to read 'Victor G. Okioma', written over a horizontal line.

Victor G. Okioma, EBS
CHIEF EXECUTIVE OFFICER