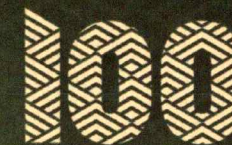


CERTIFICATE OF COMPLETION



A CENTURY of EXCELLENCE
1924-2024

is given to

NORBERT JOHN O. VILLAS

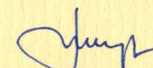
for having completed the
Strategic Foresight-Scenario Building Training Workshop
held on July 15-19, 2024, at the RDE Hall, Visayas State University.

Given this 19th day of July 2024
at the Visayas State University.

A handwritten signature in blue ink, appearing to read 'Alan S. Cajes'.

ALAN S. CAJES, PhD
Senior Executive Fellow and

Vice President for Corporate Concerns Center of the
Development Academy of the Philippines

A handwritten signature in blue ink, appearing to read 'Prose Ivy G. Yepes'.

PROSE IVY G. YEPES, EdD
University President