



Certificate of Completion

This certificate is proudly presented to:

Muhammad Idham Cholid



Certificate ID: Z2QL8CM68SO9GR

PT Perkebunan Nusantara III (Persero)

in recognition of professional achievement for successfully completing

Career Path and Succession Planning

Attendance Date: 21 Mei 2026 – 22 Mei 2026

Suwardi Luis, B. Psy., MBA
CEO of QuBisa