FORWARDEDGE

Forward Edge-AI, Inc.

April 16, 2026

Performance Management

Manager Path Certificate

This document certifies that Maneeshkumar Lillyprabhu has successfully completed the training titled "Employee Path (Performance Management)".

Conducted from 4/9/26 to 4/16/26.

This certification confirms completion of FEAI's six-module Manager Performance Management program aligned to the EDGE+F framework. Skills certified: cascading organizational goals to individual SMART objectives, facilitating goal-setting and check-in conversations, delivering evidence-based performance reviews using the 1–5 rating scale, calibration participation, employee coaching (GROW model), Individual Development Plan oversight, and progressive discipline documentation. Supports ISO 9001:2015 Clause 7.2 compliance.

Provided by FORWARD EDGE AI, INC (273N)

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It is only valid for a period of 12 month(s) from the delivery date.

Reference Number: 5214731160579042

You can also find this document on the Internet at the following address: https://trinet-peo.360learning.com/redirect/api/certification/5214731160579042

E · Engage | D · Differentiate | G · Grow | E · Execute | +F · Facilitate

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