

Certificate

This certifies that

Lovisa Backemar

is hereby recognised as a Certified Board Member
under the standards of

deb.

By achieving this certification, the recipient has demonstrated competence in the strategic, legal and ethical dimensions of modern board work. This certification represents a distinct quality mark, recognised by owners, companies and nomination committees seeking capable board candidates, and should be updated every third year.

Date

12 Dec 2025

Signed



Regina Sipos
Educator, Chair deb.

Signed



Hanna Moisander
CEO & Co-founder of deb.