Certificate

This certifies that

Karin Twena

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	Signed	Signed
18 Mar 2026		
	Regina Sipos Educator, Chair deb.	Hanna Moisander CEO & Co-founder of deb.