



# CERTIFICATE

## OF ATTENDANCE

This certificate is awarded to:

**Anastasia Demchenko**

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in recognition of participation in a 1,5 hour lecture

**New organisational forms and the bodyless leadership - KJELL A.  
NORDSTRÖM**

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Handwritten signature of Viktor Halasiuk in black ink.

UGF CEO  
**VIKTOR HALASIUK, PH.D**

Handwritten signature of Yurii Pyvovarov in blue ink.

K.FUND CEO  
**YURII PYVOVAROV**

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**CERTIFICATE ID**

31/10/2023

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**DATE**