



Certifies that

Daria Norikova

Has successfully completed Hayek Global MBA's course:

The People Factor

November 11, 2023

A handwritten signature in blue ink, appearing to read 'Hämer', is written over a solid black horizontal line.

Hannah Deborah Hämer

Professor and Dean of the MBA Program

The attestation of this certificate and projects delivered by the student are available online at:

<https://www.hayekcollege.com/daria-norikova>