



**UUM**  
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# CERTIFICATE OF APPRECIATION

This is to certify that

*Mawar*

has participated as **Presenter** at  
**International Conference On Public Organization  
(ICONPO XII) 2023** on **17<sup>th</sup> - 18<sup>th</sup> August 2023**  
at The Pacific Sutera Hotel,  
Kota Kinabalu, Sabah

**ASSOCIATE PROFESSOR DR. HALIMAH  
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