

TO WHOM IT MAY CONCERN

"I fully support the transition of Dalia Alic from Junior Fellow to Associate Fellow. She has provided valuable support to HS4A and has demonstrated a strong commitment to contributing to WAAS. Since our first meeting in Romania during the presentation of HS4A at the Board of Trustees Reunion in 2022, Dalia has shown remarkable growth.

Dalia currently serves as an Advisor at the Permanent Mission of the Republic of Croatia to the OSCE, UN, and other international organizations under the Ministry of Foreign and European Affairs.

I am confident that, in this new capacity, she will contribute even more meaningfully to WAAS."

Moneef R. Zou'bi PhD

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Co-Founding Director, World Sustainability Forum (WSF);

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<https://scholar.google.com/citations?user=iE0cXOcAAAAJ&hl=en>