



CERTIFICATE OF ATTENDANCE

This document certifies that

Pablo Silva Diaz

successfully participated in a Management 3.0

FUNDAMENTALS ONLINE WORKSHOP

Event Date: 17 - 31 August 2020

Facilitated by:

A handwritten signature in black ink, reading "Yohan Paez".

Yohan Paez
Management 3.0 - Facilitator
Licensed since 9 October 2018

A handwritten signature in black ink, reading "Ulises Javier Gonzalez Diaz".

Ulises Javier Gonzalez Diaz
Management 3.0 - Facilitator
Licensed since 11 December 2017

A handwritten signature in black ink, reading "Jurgen Appelo".

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 200864194