

CERTIFICATE OF ATTENDANCE

This document certifies that

Ariel Pons Alonso

successfully participated in a Management 3.0

FUNDAMENTALS ONLINE WORKSHOP

Event Date: 23 - 31 July 2021



Facilitated by:

A handwritten signature in black ink, appearing to read "h. p.".

Norberto Paredes Hernández

Management 3.0 - Facilitator

Licensed since 30 October 2018

A handwritten signature in black ink, appearing to read "J. Appelo".

Jurgen Appelo

Founder

This certificate may be required as proof of participation. Certificate number 210798420