

CERTIFICATE OF ATTENDANCE

This document certifies that

Fernando Borges

successfully participated in a Management 3.0

FUNDAMENTALS PLUS WORKSHOP

Event Date: August 2021

Location: São Paulo, Brazil



Facilitated by:

A handwritten signature in blue ink, appearing to be "Thiago Brant".

Thiago Brant
Management 3.0 - Facilitator
Licensed since July 2019

A handwritten signature in black ink, appearing to be "Jurgen Appelo".

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2108101258