



CERTIFICATE OF ATTENDANCE

This document certifies that

Henrique Leme de Oliveira

successfully participated in the following Management 3.0 Workshop:

Trabalhando Remotamente

Event Date: 25 October 2022

Location: online

Facilitated by:

A handwritten signature in blue ink, consisting of several overlapping loops.

Thiago Brant

Management 3.0 - Facilitator

Licensed since 25 July 2019

A handwritten signature in black ink, featuring a large, stylized "J" and "A" connected together.

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2210140896