



CERTIFICATE OF ATTENDANCE

This document certifies that

Douglas Pininga Branco

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 11 - 21 November 2022

Location: online

Facilitated by:

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke.

Thiago Brant

Management 3.0 - Facilitator

Licensed since 25 July 2019

A handwritten signature in blue ink, featuring a large, stylized 'J' and 'A'.

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2211143354