



CERTIFICATE OF ATTENDANCE

This document certifies that

Daniel Muñoz Ruiz

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 2 - 28 November 2022

Location: online

Facilitated by:

A handwritten signature in black ink, appearing to read 'Jaime Arcos'.

Jaime Arcos

Management 3.0 - Facilitator

Licensed since 5 May 2020

A handwritten signature in black ink, appearing to read 'Jurgen Appelo'.

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2211144176