

CERTIFICATE OF ATTENDANCE

This document certifies that

Alina Runova

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 5 - 7 December 2022

Location: online



Facilitated by:

A handwritten signature in purple ink, appearing to read 'Anton Zotin'.

Anton Zotin

Management 3.0 - Facilitator

Licensed since 24 October 2018

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

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2212145282