



CERTIFICATE OF ATTENDANCE

This document certifies that

Raquel Urbina

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 30 May - 4 July 2023

Location: online

Facilitated by:

A handwritten signature in black ink, appearing to read 'Luis Mulato'.

Luis Mulato

Management 3.0 - Facilitator

Licensed since 1 February 2015

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 2305161950