



CERTIFICATE OF ATTENDANCE

This document certifies that

Marquinhos Toledo

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 8 - 9 February 2020

Location: São Paulo, Brazil

Facilitated by:

Thiago Brant
Management 3.0 - Facilitator
Licensed since 25 July 2019

Jurgen Appelo
Founder

This certificate may be required as proof of participation. License number 200246989