



CERTIFICATE OF ATTENDANCE

This document certifies that

Noele Tairine Marialva Guerino

successfully participated in the following Management 3.0 Workshop:

OKR 3.0 Workshop

Event Date: 20 May 2023

Location: São Paulo, Brazil (online)

Facilitated by:

Alexandre Luis Vignado

Alexandre Luis Vignado
Management 3.0 - Facilitator
Licensed since 24 January 2023

A handwritten signature in black ink, appearing to read "J. Appelo".

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2305158013