CERTIFICATE OF COMPLETION

This certificate is presented to

Ivan Estafeira

This certificate is awarded by Renew Capital for the successful completion of the CFO100 Program. The CFO100 Program is an intensive finance training, which provides a strong foundation of advanced accounting, financial planning and analysis and real-world management skills.



SIGNATURE

RENEW CAPITAL™

13 Nov 2026

DATE

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As part of the Accelerating Regional Business Growth (ARBG) project, The CFO100 Program is funded by the Government of Canada.