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## TO WHOM IT MAY CONCERN

Since several years Alex Frishberg and his competent team have successfully assisted us on a variety of matters.

Besides the quality of their legal support, we have always been particularly pleased with their business minded and pragmatic approach as well as with their high level of responsiveness.

Alex and his team have also proven to have an excellent insight in the Ukranian political and economic context in which their clients operate.

A handwritten signature in black ink, appearing to be 'P. Grillet', written over a horizontal line.

Piet Grillet  
Group Head  
Lead Regional Counsel Europe