

Warsaw, 28th of July 2019

To whom it might concern

#### REFERENCES

Pawel Tenerowicz, by issuing legal opinions and conducting negotiations for our company in the field of purchasing real estate and by participating in solving other issues important to our firm, has demonstrated great experience and knowledge in matters entrusted to him. Pawel is an energetic, communicative person, he quickly finds himself in a new environment and easily establish interpersonal contacts. He is excellent in the international business environment. Can work both independently and in a group. Pawel is a diligent and involved person and the tasks entrusted to him performs thoroughly and systematically. I am convinced that Pawel Tenerowicz will be perfect as a member of the Management Board of any company.

Piotr Freyberg

A handwritten signature in black ink, appearing to read 'P. Freyberg', with a long horizontal stroke extending to the right.

3M Poland CEO 1991-2012

Consultant for 3M Poland and 3M Wroclaw 2012-2019.