



Zagreb, 06.12. 2019

To whom it may concern,

I worked with Sanja on many occasions as she is the best executive search professional in Croatia in the financial sector. During 20 years, among other assignments, I represented the Supervisory Board of the Zagreb Stock Exchange as a Deputy Chairman mandating Sanja for the search and selection of the new Management Board in 2010.

Sanja showed a deep understanding of the industry and the Supervisory Board's vision. The process was handled in a very professional, discreet and timely manner.

She supported the Supervisory Board in the interview process with shortlisted candidates and helped us make the right choices. The proof of the excellent service she performed, is that the same Zagreb Stock Exchange Management Board is now serving their 3rd mandate, passing a 10 year anniversary.

Therefore, I highly recommend Sanja's executive search services as you should be very satisfied with her assistance.

ICF d.d.

Ratko Bajakić

director