

To whom it may concern

Dear Mr. Douziech

We hereby confirm that we appointed you as interim Chief Operating Officer and Change Manager of AEG Power Solutions in Tours from November 2015 until July 2016.

As COO you were responsible for running the restructuring plan prepared by the former top management of our French subsidiary, for implementing the vertical matrix organization of the AEG PS Group in France and managing the Operations activities.

You met with our expectations thanks to the good relationships you developed with the local management team, the employees, the staff representatives and your colleagues around the world.

We thank you for these achievements and wish you all the best for the coming missions.

Sincerely,



Roger de Vries
Chief Financial Officer
AEG Power Solutions B.V.
Date: 28 September 2016

AEG Power Solutions B.V.

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