

To whom it may concern

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## **Recommendation Letter**

I am pleased to write this letter of recommendation for Didier Douziech who has served as Interim General Manager at MAKEEN Energy Technology Center.

Throughout his time in this position, Didier Douziech has demonstrated an impressive blend of experience, professionalism and leadership that has been invaluable to the company during a time of transition.

Didier Douziech is an experienced and mature manager, consistently approaching challenges in a calm and composed manner. He has a unique talent for fostering a positive and productive work environment and bringing out the best in people by nurturing a culture of collaboration and open communication. Under his leadership, team members feel valued and motivated, which has been reflected in both improved employee satisfaction and increased overall productivity. Didier Douziech has also played a pivotal role in enhancing the integration between MAKEEN Energy Technology Center and the broader company group in MAKEEN.

Didier Douziech has a proven ability to find creative and practical solutions to complex problems. His analytical thinking, coupled with a proactive mindset, has enabled the company to navigate difficult situations effectively.

In addition to his managerial expertise, Didier Douziech is a person of high integrity; he is trustworthy, reliable and take his responsibilities seriously. Whether managing day-to-day operations or handling more complex decisions, he is someone who can be relied upon to act with professionalism and accountability.

I have full confidence in Didier Douziech's ability to continue excelling in leadership roles. He has made significant contributions to MAKEEN Energy Technology Center, and I have no doubt that he will bring the same level of dedication, skill and professionalism to any future endeavour.

Should you have any further questions, please do not hesitate to contact me.

Best regards,

Mads Bach Christensen CFO | MAKEFN Energy