

21 April 2021

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

We, Lafarge UAE-Oman, acknowledge that **Riad Bestani**, a French National with passport #20ED56312, has been employed by Lafarge Group (later on LafargeHolcim Group, after 2015) in Saudi Arabia and in the United Arab Emirates.

His first assignment in Saudi Arabia was from April 2013 to Oct 2016, where he was hired as the **Supply Chain Director for Alsafwa Cement**, a JV with Lafarge in Jeddah. One of his major role was to draft a complete restructuring of the department and put in place the people and the processes to conduct procurement, sourcing and logistics activities for the local entity. His engineering experience has also helped launch technical feasibility studies to reduce cost by selecting the proper suppliers and contractors for the ongoing production as well as for the "Second Cement Line" Project where he was deeply involved in technical and commercial discussions with the major Subcontractors.

After Oct 2016 and until Jan 2021, he was assigned a new role as **General Manager for Geocycle UAE-Oman in Dubai**, one of the Divisions in LafargeHolcim Group. There, he had to establish a new team and develop new business opportunities in the field of waste management by sourcing, collecting, pre-treating industrial and municipal waste and re-use it as alternative fuels and raw material for the cement production needs.

We confirm that we have been highly satisfied by his technical capabilities, his people management skills and his ability to drive change and bring new business revenues to the company and we would highly recommend him for any potential company looking to enhance its business on the operation and strategic side.

This letter is issued upon the employee's request and it does not constitute a financial guarantee on our part.

Aparna Navin



Country HR Director UAE - OMAN

Lafarge Holcim

