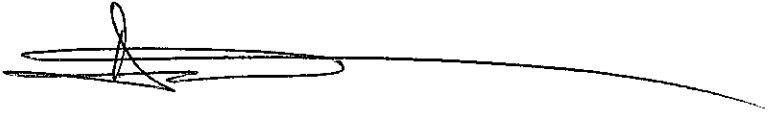


"I can confirm that Nemanja Kostic was the lead architect on DBE (Digital Brand Experience) program from November 2013 until January 2015. During that time he produced the full architecture specification for DBE, was leading implementation teams in the successfully delivery and was maintaining good relation with his business and IT stakeholders. I was the IT owner of this platform and was Nemanja's stakeholder during his involvement in the project."

Dave Patterson  
CIO Shared Services, Zurich Insurance Company

A handwritten signature in black ink, consisting of a stylized 'D' followed by a long horizontal stroke that curves slightly upwards at the end.