



Riga 1998-04-14

To whom it may concern.

Janis Siklis

This is to certify that Janis Siklis has been employed in ABB Latvia SIA from November, 1992 until May 1998.

He started as a Sales Engineer and was later promoted to become the Department Manager of the Transmission and Distribution Department. From July 1997, he has been the General Manager for Business Development.

Janis Siklis joined ABB Latvia just after the start of its operations in Latvia, and during the various stages of the Company's development, he made major contributions to secure the established market position it has today.

In his performance as a sales executive, Janis Siklis has an ambitious and result-oriented approach, with a good ability, both to define his own ambitious goals and to reach them. He has very good communication skills, which combined with his good proficiency in foreign languages makes him able to work efficiently in an international, cross-cultural environment.

In summary, I want to express my appreciation of Janis Siklis' contributions to the development of the Company, and to wish him all the best in his future undertakings.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Rolf A Hellström', with a long horizontal stroke extending to the right.

Rolf A Hellström
ABB Country Manager, Latvia