



December 20, 2020

To Whom It May Concern:

It gives me great pleasure to write this endorsement on behalf of my long-time friend and professional colleague Tarek Darwish. I have known Tarek professionally for so many years. I personally interviewed and hired him when I met him for the first time in 1998. He managed to quickly demonstrate his abilities and was promoted from a service engineer to the manager of the service department in a few months' time. I then promoted him to Project Manager to lead the new products' development and launch of D-Wan, the, then, Cairo based PDA (Personal Digital Assistant) company.

Tarek used his excellent technical, leadership and communication skills to manage successful product launches. He put his multi language capabilities to represent the company on exhibitions internationally and help achieve its objectives.

Although our ways parted sometime on 2002 when I decided to pursue a new line of business in the renewable energy sector and took that business internationally to be headquartered out of Egypt, we kept our contact and friendship over the years. I was first-hand acquainted with Tarek's successes and impressive professional development over the years, as he managed to land a Masters' degree and two highly sought-after professional diplomas from PMI (the Project Management Institute), namely; the PMP and PMI-SP and put his knowledge and experience to lead successful projects and programs in several renowned multinational organizations such as IBM and Vodafone.

In 2016 our professional roads crossed again when I asked Tarek to lead our key accounts in Egypt. Z-One holding, headquartered in Dubai and under my leadership, had joined forces with juwi, the German renewable energies company and we were looking for the right candidate to handle our key accounts in Egypt and manage our projects in the region. Tarek was just a perfect obvious choice for the job. Once again, Tarek put his communication, leadership, and multi-lingual skills to manage stakeholders on 3 continents towards common goals and objectives. Tarek liaised with our regional partners and provided us with vital insights to support both our strategy and operations in the region

Tarek's outstanding professionalism is only matched by his pleasant easy-going character which makes it seamless to work with him and exchange knowledge, experience and insights. It is those personality traits that kept our friendship over the years

In short, I feel thrilled to endorse and recommend Tarek for leadership roles and expect only great things out of him.

Sincerely,

Yasser Gamil

Date: 20/12/2020

