

LETTER OF REFERENCE

To Whom It May Concern,

We are pleased to announce that Provident Polska S.A., part of International Personal Finance, is fully satisfied with the benefits of the tailor-made software developed with Productive24.

Digitized by means of Productive24, the area of periodic evaluation of employees is one of the key HR areas at Provident. The IT systems for carrying out employee appraisal that we had used so far could no longer keep pace with the dynamic growth of the company. Therefore, we started seeking a tool that would meet our increasing requirements. When choosing a new IT solution, we attached great importance to its ease of introducing changes and speed of implementing new features. This is why we paid special attention to its flexibility and open architecture. The system also needed to be multilingual and easily scalable. We were also interested in the time-frame of implementation and the provider's declaration, confirmed by experience and references, that the project would be executed within a tight schedule. All of the above requirements were successfully fulfilled by eLeader using the Productive24 technology.

The project went according to plan and in line with our expectations. As a result of the implementation, we have gained a solution fully tailored to our needs, which allows us to manage the multi-stage process of planning objectives and annual evaluation within a single application. Productive24 has automated the processes at Provident S.A. and provided our company with fast and convenient insight into the data and status of individual stages. The solution has also ensured the company's readiness to adapt to internal requirements relating to the protection of personal data. The application has met with a very good reception from our employees and managers—it is modern and intuitive

In addition, especially worth noting is the provider's partnership approach to cooperation, as exemplified by the preparation by eLeader of an individual business model tailored to our specific needs and budget.

Having all this in mind, we recommend with full confidence eLeader, the company, and its technology Productive24 to every organization considering digitization and automation of its business processes by means of a modern IT solution.

Yours faithfully,

Beata Bardoni

Social Dialogue Manager
Provident S.A.