

DPO GROUP

Think Payments

31.3.2023

To whom it may concern

Re: Reference letter for Alex Rabinovich

Alex serves as the Managing Director and the Head of the Israeli system development team for DPO, the leading PSP in Africa from June 2019.

Since Alex joined DPO, he proved himself, not only as a software development professional, but, most importantly, as a team leader who constantly motivates his team to excel, innovative in finding solutions and fixing system issues, and always striving to improve the very complex system of DPO with a long-term thinking.

During the whole period, Alex led the development of the system and reported directly to the DPO Group Head of Development in Cape-Town, in cooperation with a team of developers and system managers in Africa, leading to 99.99% system up-time, and was an integral part of the emergency team led by the Group CIO, overseeing all issues that could cause downtime to the system.

As I approached the end of my tenure as Chairman of the DPO Group, I decided to appoint Alex, on top of his role as the development team Leader, as Director and General Manager of the Israeli company that house the Israeli development team to take care all the aspects of the company operation, following my experience with Alex's trustworthiness and integrity, and I am confident that he will do a perfect job there as well.

Alex has proven himself as a great asset to DPO and I am happy to recommend him to any organization he will choose to work for in the future.

Sincerely,

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Group Chairman, DPO Group