

22<sup>nd</sup> February 2022

To Whom It May Concern:

COMMENDATION LETTER FOR MR TOH JING QIANG

The purpose of this letter is to formally commend Jing Qiang for the excellent innovation on the e-PM Checklist application he has developed for REC Solar Pte Ltd.

Jing Qiang has displayed his strong intellect by overcoming challenges such as learning a new programming language and direct application of new knowledge has led to the creation of the e-PM Checklist application. Thanks to the creation of the e-PM Checklist, an extensive amount of manual work spent in the traditional PM Checklist has been omitted which benefited many of our employees.

Jing Qiang has also created the learning guides on the e-PM Checklist application which serves as a transferable knowledge for the employees. The level of service which Jing Qiang has extended to our company was far beyond our expectations.

His contribution and good performance in REC have proven himself to be a person of good caliber in the tech industry. I have no doubts that he will excel in the field of work that he will be venturing in the future.

Best Regards

REC Solar Pte. Ltd.

A handwritten signature in black ink, appearing to read "Hew Zheng Hao".

Hew Zheng Hao

Manager, Manufacturing & Equipment