

July 24, 2019

Letter of Recommendation

To whom it may concern:

The "Napoleon Project" carried out in Kutno, Poland, was a significant capital investment made by Kellogg. The project is Kellogg's second European Pringles manufacturing facility and includes a number of high-speed Pringles chips production line, the project scope was for an extension to the existing facility with a new building, the area of the extension was 13,000 square meters. Contracted by Kellogg's, Synergy built the civils scope in the amount of 19 Million EUR as the General Contractor.

The project had a very challenging scope due to building a new plant next to the live existing production facility. The Napoleon Project required a major two week shutdown, which would have generated remarkable production loss if it had gone beyond the critical start-up date.

Under very difficult circumstances and quite a few unforeseeable circumstances, Synergy first returned the existing production lines back to the Plant Management in less than two weeks, then constructed the new buildings in a timely and appropriate manner, the new production line started on time, if not slightly earlier.

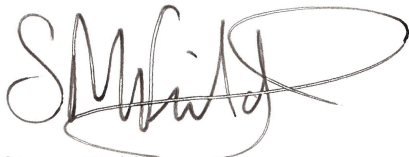
The new buildings have been built to an exceptionally good quality and Synergy were quick to respond to remedy latent defects during the warranty period.

Synergy were very amicable in commercially addressing the changes and the unforeseeable circumstances and thankfully the project has been closed out with no commercial dispute.

During the challenging time of the Project, their Managing Partner, Huseyin Karali, was full time on site and had a very 'hands on approach' to lead and support the local Synergy team, this had a decisive impact on the success of the Project without a doubt.

We strongly recommend Synergy for Clients who are not only looking for Builders, but Builders with a partnership notion during challenging times.

Yours faithfully,



Simon Fielding

Director Capital Project Management - Europe