



REFERENCE LETTER

Attila PÉTERFFY joined Dalkia Magyarország, the joint Hungarian subsidiary of Veolia Environnement and EdF at the time, in February 2007.

He worked under my direct control between 1st July 2014 and 30th June 2015 as the Energy Business Line Director of Veolia Energia, and as such was responsible for the management and the organisational development of the whole domestic energy portfolio.

I was satisfied with his work because:

- during this time he successfully managed – among others – the organisational restructuring of the Energy Services Division and the integration of E.ON's power plants in Debrecen and Nyíregyháza into the organisation of Veolia, as well as the development of the unified management and business system of all the divisions belonging to the portfolio;
- he effectively used not only his governmental relations in the interest of the company group's successful operation, but also managed to lobby through his relationship network built with the local authorities, the industrial and the key customers of company.

He always kept the interests of the company group in mind during his work and carried out his tasks with a profit-oriented mindset and in cooperation with others. He had an open and positive attitude towards his colleagues.

I wish him good luck in his new job!

Budapest, 30th June 2015

Palkó György
Country Manager
Veolia Energia Magyarország Zrt.

gyorgy.palko@veolia.com

+ 36 1 555 1374



Veolia Energia Magyarország Zrt.
H-1117 • Budapest • Budafoki út 91-93 • Magyarország
tel. (+36)1 265 1617 • fax : (+36) 1 264 9346
www.veolia.hu
Cg. 01-10-041986