



PJSC Enel Russia
Sustainability Unit

115093, Moscow – Russia
Pavlovskaya ul., 7, bld.1
e-mail: sustainability.russia@enel.com
Tel. +7 495 539 31 31

Moscow
06/03/2020

To the kind attention to whom it may concern

LETTER OF REFERENCE

Dear Sirs,

It is our great pleasure to write this letter in support of Francesco Tirone. Francesco worked for Enel Russia (part of the Enel Group) on position of Intern. By completing his three-month internship in Enel Russia, Francesco sought to gain the skills and experience that would allow him to better develop his career plans and solidify his potential.

Francesco is very bright and hard-working intern with high degree of motivation and integrity. We know him as a smart and talented person. He is accurate and thorough in his work. We can attest to his diligence and capability to accomplish goals efficiently and according to schedule. He is organized, resourceful and solution-oriented. He maintains the quality of his work with responsible attitude and meticulous attention to detail. As a result, Francesco proved to be responsible, reliable and productive team member.

He demonstrated strengths in his analytical, technical and communication skills, as well as his ability to grasp new concepts quickly. He is always looking for new challenges and new skills building.

Francesco clearly has the interest to investment attractiveness and positioning the company in terms of sustainability in his professional development and based on his performance, he clearly has the ability to achieve success. We would gladly recommend accepting Francesco's application. We sincerely hope that Francesco would be a valuable addition to your team.

Please do not hesitate to contact us for any questions regarding Francesco.

Sincerely yours,

Enel Russia Sustainability Unit



Sofia Krasnoyarova

Natalya Zhrebyatyeva