

Certificate of Employment

This is to certify that Mr. Philipp Riesenkauff (Pers-No. 18800095) has been employed by the Borealis Representative Office in Abu Dhabi from February 1st, 2010 until January 31st, 2012 as HR Manager Middle East & Asia.

Mr. Riesenkauff's role purpose was to assure a proactive implementation of the approved HR strategy and the Business plan within the Middle East & Asia (MEA) region in order to deliver high quality HR services to this dedicated customer area. He was the key contact partner between our Seconded within Borouge ADP and Borouge Pte, the Borouge HR organisation and the FAN Network in Europe related to all HR matters.

During his assignment, Mr. Riesenkauff was successfully driving the agreed Borouge manpower supply for Borouge ADP & Pte through sourcing of candidates within the European Operations and Business Groups in close cooperation with the European HR community. For the Borouge 3 Project, more than 100 candidates were identified and mobilized (still an ongoing process).

Mr. Riesenkauff managed the performance management, target setting process and bonus calculations for the MEA region. He provided expertise and advice on compensation & benefits, people days, forced ranking and related HR issues to employees, together with the Borealis International Assignment Network and the HR organisation within Borouge.

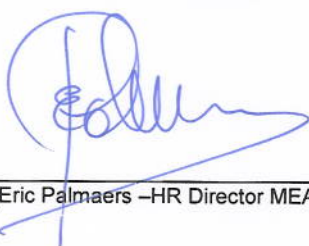
Mr. Riesenkauff was creative in his solutions and always demonstrating his analytical skills and profound expertise. He has an excellent business understanding and was able to complete projects under time pressure meeting the standards of high quality. Internal people processes, systems and tools were completely reviewed and as a new local HR structure successfully implemented in sharepoint by Mr. Riesenkauff. Especially the revision of the Host Company Conditions with clear and self-explaining guidelines is a cornerstone in the mobilization, assignment and repatriation process of our employees.

Through his positive attitude he gained the trust and the support of his colleagues and the people in our organisation and by this acted successfully in this multi-cultural environment.

Overall, his performance was excellent.

We wish Mr. Riesenkauff all the best for his new role as Compensation & Benefit Specialist in Vienna and hope to see him again in the MEA region!

Abu Dhabi, 25-01-2012



(Eric Palmaers –HR Director MEA)