

Date: 30 July 2026
Ref No.: QIC / HR / 2026 / 0339
To Whom it May Concert
Subject: Reference Letter

Reference Letter

This is to certify that **Mr. Aleksei Grigorev** has a valid contract with **QIC Group Services LLC** from **September 7, 2025** to **July 30, 2026**.

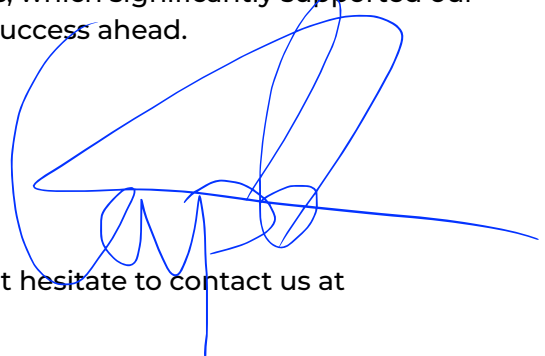
During his tenure, Mr. Aleksei held the position of **Product Design Manager** at **QIC digital hub**, a department of QIC Group. Over the course of his work, he demonstrated outstanding creativity and strong product vision, consistently delivering high-quality design solutions while fostering effective cross-functional collaboration.

Throughout 2025 and 2026, he led the redesign of all key **QIC Car Market** product screens, contributing to the product's growth to over 10,000 listings and 30,000 monthly active users. His work also helped improve key product metrics, including increased listing engagement, longer session duration, and a faster listing creation experience.

Beyond his professional achievements, **Mr. Aleksei is a creative and supportive leader who combines strong visual thinking with the ability to bring people together around shared goals.** He communicates effectively, advocates for both users and his team, and consistently inspires others through his ideas, openness to feedback, and commitment to delivering meaningful product experiences.

We appreciate his professional and cultural contributions, which significantly supported our team's growth. Wishing him all the best and continued success ahead.

Sincerely,
Ruslan Sarvarov
Head of Talent
QIC digital hub



Should you require any further information, please do not hesitate to contact us at ruslan.sarvarov@qicgroup.com.qa