

Wargaming Germany GmbH; Mollstrasse 30-32; 10249 Berlin

To whom it may concern.

Berlin, 30.03.2020

Our cooperation with Tobias Siebert from MLP Finanzdienstleistungen SE

Wargaming is an award-winning online game developer and publisher headquartered in Nicosia, Cyprus. Delivering legendary games since 1998, Wargaming has grown to become one of the leaders in the free-to-play MMO gaming industry with 4000+ employees and offices spread all over the world. Over 200 million players enjoy Wargaming's titles across all major gaming platforms, including the massively popular World of Tanks and World of Warships.

Wargaming Germany GmbH in Berlin was established in 2017 as a development and publishing hub for Wargaming with 100 employees as of today, focusing on mobile games.

Since the beginning Wargaming Germany GmbH sought to provide competitive compensation and benefits packages for their employees.

Tobias Siebert has been an integral and invaluable part in helping us in

- evaluating all possible compensation and benefits packaged based on tenure and seniority of our employees in a highly competitive market
- understand the financial implications and opportunities in a complex financial market
- finding all necessary insurances for the company and our staff
- setting up company pension plans for all our employees
- offering all kind of financial services for our employees

Tobias has also shown keen interest and pro-activity in keeping our staff informed and lending a helping hand wherever needed.

Tobias has been a very reliable business partner through and through, very committed, flexible and engaged. We can only recommend highly working with Tobias and MLP.

We are looking forward working further with Tobias and MLP.



Rinaldo Andreoli
Managing Director Wargaming Germany GmbH