## LETTER OF CONSENT

PA Consulting Group AS, Norway (Norwegian Company Registration No. 920 413 382) the holder of Norwegian Trade Mark Registration No. 183574, the figurative mark

HARTMARK IRAS for services in classes 35, 41 and 42, registered in the name of the merged company Hartmark-IRAS AS,

hereby consents to the use and registration in Norway of the trade marks

HARTMARK EXECUTIVE SEARCH (Norwegian Trade Mark Application No. 202006425) and HARTMARK EXECUTIVE in the name of Hartmark Executive Search AS, Norway, for the following services:

Class 35	Personellrekruttering; lederrekrutteringstjenester; rekrutteringsrådgivning; annonsering for rekrutteringsformål; personlighetstesting for rekrutteringsformål; konsulent- og rådgivningstjenester vedrørende	Personnel recruitment; executive recruitment services; recruitment consultancy; advertising for recruitment purposes; personality testing for recruitment purposes; consultancy and advisory
	rådgivningstjenester vedrørende utplassering, rekruttering og	consultancy and advisory services relating to
	administrasjon av personale.	deployments, recruiting and administration of staff.

Date...18 November 2020....... Place...Oslo.....

PA Consulting Group AS Christopher O'Loughlin