

LONRHO

Lonrho Plc
4 Grosvenor Place
London
SW1X 7DL

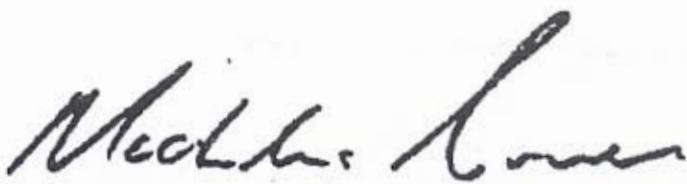
Telephone 0171-201 6000
Facsimile 0171-201 6100

To Whom it may Concern

Kimi Zabihyan

I have been asked to provide a reference for Miss Kimi Zabihyan and I am delighted to do so. I am Chief Executive of Lonrho Plc, a publicly quoted company.

However, it is in my former capacity of Chief Executive of The Observer, that I worked with Ms Zabihyan. At that time, Kimi was employed as a young producer, making serious documentaries for Television. Despite her youth, Kimi demonstrated exceptional creative talent and a mature and responsible approach to business. She also established a reputation as a person of substance and integrity and I have no hesitation in acting as her referee.



Nicholas Morrell
Chief Executive