

INTERIM REFERENCE

Mr Sergei Starodumov, born on August 9, 1995, has been employed as an Data Analyst On-Demand Production Venture in our Global Ventures & Innovation department since January 1, 2024.

Schenker is a world's leading global logistics provider — we support industry and trade in the global exchange of goods through land transport, worldwide air and ocean freight, contract logistics and supply chain management. More than 73,200 employees at about 2,000 locations around the globe generated revenues totaling 19,20 billion euros in 2024.

Integrated logistics resides at the world's most important intersections, where the flow of goods creates an effective link between carriers. Our value-added services ensure the flow of goods continues seamlessly and supply chains stay lean and optimized for success. Our business holds top positions in automotive, technology, consumer goods, trade fair logistics, special transports, and special events logistics.

The following main tasks were undertaken as part of the work:

- Data Process Automation: Automating and enriching the processing of customer ERP data using Python
- API Integration: Integrating supplier APIs to enable near-instantaneous pricing calculations on prepared data
- Data Quality Management: Establishing and implementing data quality standards, including standard naming conventions, format alignment, validation checks, and cross-referencing
- Business Intelligence & Reporting: Extracting and modeling data from company databases to build and maintain intuitive dashboards in Power BI, featuring clearly defined metrics and KPIs for management
- Full-Stack Application Development: Conceiving, designing, and implementing a full-stack application to streamline the entire lifecycle of customer part requests. This includes:
 - Automating intake of emails with technical drawings and CAD files
 - Development of AI-assisted components for extracting and classifying request details
 - Management of supplier outreach and quotation handling
 - Systematize customer updates and order processing
- Documentation & Team Support: Creating clear and concising documentation for developed solutions and providing technical support to colleagues to ensure effective application

Mr Starodumov possesses comprehensive, wide-ranging specialist knowledge, which he was always able to apply confidently and skilfully in practice.

We would like to emphasize the following qualities and skills of Mr Stardumov:

- **Technical Expertise:** Demonstrates expert-level proficiency in Python, MS Excel, and Power BI for complex data automation, analysis, and visualization, he possesses a working knowledge of JavaScript and HTML for front-end tasks
- **Analytical & Strategic Thinking:** Exhibits a very fast comprehension of complex business processes and data structures, his analytical, solution-oriented approach ensures the delivery of pragmatic and robust solutions
- **Initiative & Proactivity:** Shows a high degree of personal initiative and takes ownership of his projects and he is eager to experiment with new approaches and independently acquires knowledge in unfamiliar technical areas
- **Work Ethic & Reliability:** Mr. Starodumov is a highly reliable and diligent employee who works in a structured, careful, and independent manner, consistently delivering high-quality results, often ahead of schedule, even under significant workloads
- **Communication & Collaboration:** Communicates clearly and effectively, maintaining transparent and practical documentation for all projects, being a cooperative and supportive team member

Due to his very good perception, he is always able to understand complex situations immediately and to find very good solutions straight away. Mr Starodumov always works using his own initiative and completely identifies with his responsibilities and our company at all times. He always displays an impressive level of dedication and motivation. In extremely stressful situations, he always displays exemplary resilience.

He completes his tasks completely independently, extremely carefully and according to a well thought-out plan. He works calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impresses us both in terms of quality and quantity. Mr Starodumov always is extremely reliable. He always found good solutions for any problems which arose.

The following successes and achievements of Mr. Starodumov are particularly worth mentioning at this point:

- **Increased Operational Efficiency:** Significantly reduced manual data preparation time by approximately 80% and lowered data error rates through the successful automation of ERP data processing
- **Accelerated Decision-Making:** Shortened the turnaround time for key business reports from days to hours by creating accessible and insightful Power BI dashboards
- **Improved Customer Response Time:** Decreased customer response times for parts requests by an estimated 50–60% with the implementation of the full-stack management application he developed. This also significantly shortened internal processing times
- **Enhanced Data Reliability:** Improved the overall quality and reliability of our core data through the successful introduction of pragmatic data standards and validation protocols
- **Overall Contribution:** His work has led to a clear and measurable increase in team productivity, data integrity, and the speed of our business intelligence processes

The performance of Mr Starodumov always earns our full recognition in every respect. He is respected by everyone for his consistently friendly and well-balanced demeanour. He is always helpful, courteous, and if necessary, he puts the interests of others before his own.

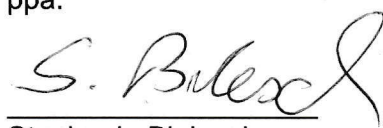
His personal conduct towards his line managers, colleagues and clients is always exemplary and loyal.

This interim reference is being provided at the request of Mr Starodumov. We are happy to comply with this request. We would like to thank him for his consistently very good performance in the past, and are looking forward to a positive continuation of his employment.

Essen, October 15, 2025

Schenker AG

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A handwritten signature in blue ink, appearing to read 'S. Bielesch', written over a horizontal line.

Stephanie Bielesch
Head of P&O Schenker AG
P&O Schenker AG

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A handwritten signature in blue ink, appearing to read 'A. Biergans', written over a horizontal line.

Annika Biergans
Business Partner P&O
P&O Schenker AG