INTERIM REFERENCE LETTER

Mr. **Georgios Tsimplidis**, [redacted] from [redacted] Greece, has been employed by our company since September 3, 2018.

Mr. Tsimplidis is currently working as **Lead Electrical Engineer** in the department "Engineering EXC" of the business unit "Energy Industries" within the division "Process Automation".

His field of action includes the following tasks:

- Senior Electrical Project Engineer for UNITROL excitation, MEGATROL and SYNCHROTACT synchronization systems
- Product responsibility for MEGATROL systems as Electrical Engineer
- Developing and maintaining the MEGATROL SSD dimensioning tool
- Electrical responsibility for CIP (Continuous Improvement Process)
- Moderating the Electrical Engineering team meetings
- Electrical simulations and product development for UNIREC H2 Electrolyzer rectifiers, using tools such as PowerFactory, MATLAB Simulink and PLECS
- Performing Grid Code Compliance studies for PSS
- Responsibility for the overcurrent and other protection relays used in the ABB Excitation Systems

Outstanding successes:

- Mr. Tsimplidis is a highly competent Electrical Engineer with a great sense of responsibility towards his colleagues. He is an inspiration to his younger colleagues, and is always willing to take the opportunity to help others.

Mr. Tsimplidis possesses up-to-date and detailed specialist knowledge, excellent industry knowledge, and exceptionally extensive experience in his area of responsibility. He makes optimum use of his wide-ranging knowledge, even when handling very demanding tasks. By maintaining excellent standards of quality, he always provides outstanding work results. The amount of work produced exceeds expectations as well as time-bound objectives. Mr. Tsimplidis is well acquainted with the internal structures, procedures, and processes and aligns his role accordingly. Thanks to his very good aptitude for learning, he can familiarize himself quickly with new subjects.

Furthermore, Mr. Tsimplidis possesses very good organizational skills, plans tasks in order of priority, and meets deadlines even under great time constraints. He always displays compelling and distinctive strategic thinking, which he applies in the interest of the company at all times. He takes business interrelationships into account and takes responsibility in the achievement of corporate goals.

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His exceptional ability for analytical, networked thinking, and drawing important conclusions throughout various processes, is worth a special mention. He is cost-conscious in his work and values the sustainable use of resources. Mr. Tsimplidis acts independently with much initiative and personal dedication.

We appreciate him as an employee with a high degree of commitment and motivation. He is engaged even beyond his own area of activity and is willing to perform special tasks. Mr. Tsimplidis sets ambitious goals for himself and pursues them resolutely. He accepts challenges willingly and views potential solutions from a variety of perspectives. Mr. Tsimplidis independently implements effective solutions, and exceeds the targets set for him. He is very resilient and works perseveringly even under time pressure and complex demands. He reacts to unforeseen circumstances with diligence, calmness and composure.

He plays an active role in the team, supports team building, and encourages cooperation. His behavior towards supervisors is at all times impeccable, very pleasant, and facilitates highly constructive cooperation. Even under very high demands, Mr. Tsimplidis is a reliable employee who always thoroughly fulfils our expectations. He is always very helpful, highly respects the interests and concerns of others, and willingly performs additional tasks. In addition, Mr. Tsimplidis always takes responsibility for his actions and determines the available options with regard to work and plans for further action with care. He always downplays his own interests and opportunities for distinguishing himself in favor of achieving common goals.

Service commitment is of the highest priority for him; Mr. Tsimplidis always takes the concerns of internal and external customers serious and is professional in responding to their needs while keeping the company's needs in mind. He is able to adapt extremely quickly to new situations and uses changes and challenges as opportunities. He demonstrates a high degree of motivation and willingness to systematically further develop his extensive knowledge, personally and professionally. He regularly searches for opportunities for optimization, looks at overall workflows and processes, initiates improvements, and actively drives these.

Moreover, Mr. Tsimplidis is a loyal employee who acts with integrity, identifies with our business goals, and always works in the interests of the company. He keeps others informed regarding his own area of activity without being prompted, passes on important information to the team and the relevant contact persons and involves others in difficult issues in due time. We appreciate him as an open, understanding employee with a natural and genuine demeanor. When faced with different views, he demonstrates exemplary tolerance and promotes intercultural cooperation.

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Mr. Tsimplidis recognizes the concerns and expectations of the various stakeholders and develops needs-based solutions for them. His strong reasoning skills enable him to convincingly assert his opinions. He handles feedback well and reflects on his own behavior and that of others. Mr. Tsimplidis possesses fluent verbal and written communication skills and conveys information with appropriate focus on the target audience. He is a good listener and is capable of adopting different perspectives and presenting objective arguments.

This interim reference is being issued at the request of Mr. Tsimplidis. We thank him for his strong commitment as well as his excellent performance, and wish him every success and all the very best.

Baden, September 28, 2021

ABB Switzerland Ltd

Jacobus Paul Fouché
Team Lead Engineering

Carmen Krummenacher
Team Lead GBS HR Operational Services

ABB Switzerland Ltd is committed to uncoded reference letters.

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