INTERIM REFERENCE LETTER

Mr. **Georgios Tsimplidis**, [redacted] from Greece, has been employed by our company since September 3, 2018. For details about his previous activities, we refer to the interim reference letters dated September 28, 2021, and November 18, 2025.

Mr. Tsimplidis is currently working as **Global Sales Support and Application Engineer** in the Business Line "Renewable Power" within the division "Motion High Power".

His field of action includes the following tasks:

- Evaluating technical specifications and specific customer requirements
- Performing sizing of complex Renewable projects globally
- Creating techno-commercial offers
- Answering customer technical questions and evaluating grid compliance
- Conducting grid simulation studies when required

More specifically:

- Acting as the technical bridge between customers, the sales team, and engineering
- Ensuring that customer needs are clearly understood, technically validated, and supported throughout the sales cycle
- Enabling successful sales, improving customer satisfaction, and supporting growth by providing deep technical knowledge and high-quality pre-sales support

We especially want to highlight that Mr. Tsimplidis rapidly acquired in-depth knowledge of the Renewable Power product portfolio and became able to work independently after a short familiarization period. He successfully performs the technical sizing and costing of complex projects, prepares comprehensive techno-commercial proposals, and supports their presentation and technical justification to customers. In addition, he has proposed and contributed to new sales tools that improve the efficiency of the Global Sales Support team.

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 demanding tasks. By maintaining excellent standards of quality, Mr. Tsimplidis always provides outstanding work results. The amount of work produced clearly exceeds expectations and very often surpasses the time-bound objectives. He is well acquainted with the structures, procedures, and processes of the company. Mr. Tsimplidis thinks and acts responsibly, in accordance with the operational standards. Thanks to his remarkable aptitude for learning, he is able to familiarize himself very quickly with new subjects, contents and correlations.

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Furthermore, Mr. Tsimplidis possesses excellent organizational skills. He plans tasks systematically in order of priority, purposefully uses resources, 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. His exceptional ability for analytical, networked thinking and drawing important conclusions throughout various processes is worth a special mention. Mr. Tsimplidis is extremely cost-conscious in his work, attaches great importance to the sustainable use of resources, and generates savings. He acts extremely independently with much initiative and personal dedication.

We appreciate Mr. Tsimplidis as an employee with a high degree of commitment and motivation. His level of commitment is above average, and beyond his own area of activity. He accepts special tasks without hesitation. He sets ambitious goals for himself and pursues them resolutely. Mr. Tsimplidis accepts challenges willingly and views potential solutions from a variety of perspectives. He independently implements effective solutions, and exceeds the targets set for him. Mr. Tsimplidis is extremely resilient and works perseveringly even under time pressure and complex demands. He reacts to unforeseen circumstances with diligence, calmness and composure.

Mr. Tsimplidis plays an active role in the team, contributes to a pleasant working atmosphere, and encourages cooperation. He mediates with diplomacy and empathy between differing opinions. 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 great care and consideration. He is exemplary in downplaying his own interests and opportunities for distinguishing himself in favor of achieving common goals.

Service commitment is of the highest priority for Mr. Tsimplidis; he takes the concerns of internal and external customers seriously at all times and is professional in responding to their needs while keeping the company's objectives 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. Mr. Tsimplidis regularly searches for opportunities for optimization, looks at overall workflows and processes, initiates improvements, and actively drives these.

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Furthermore, Mr. Tsimplidis is a loyal employee who always acts with integrity, identifies with the company, and is in line with our corporate culture. 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 Mr. Tsimplidis as an open, understanding employee with a natural and genuine demeanor. When faced with different views, he demonstrates exemplary tolerance and promotes intercultural cooperation.

Mr. Tsimplidis anticipates the concerns and expectations of the various stakeholders and develops needs-based solutions for them. His excellent reasoning skills enable him to present convincing arguments and strongly assert his opinions. He handles feedback well. He reflects on his own behavior and that of others and uses their opinions and views for his further personal development. Mr. Tsimplidis possesses extremely fluent verbal and written communication skills and conveys information with appropriate focus on the target audience. He is a very good listener and is capable of adopting different perspectives and presenting objective arguments.

The following observations relate to his previous roles within our company, in which Mr. Tsimplidis held managerial responsibilities. He recognized his staff's potential, encouraged and developed them successfully according to their capabilities, and pointed out specific development options. In making decisions, Mr. Tsimplidis weighed all the important factors and reached his conclusion with foresight and decisiveness. He took responsibility for his decisions and pursued the successful implementation of his actions. By using persuasive skills professionally and personally and by being accessible, he ensured that his staff supported instructions and initiatives. Mr. Tsimplidis acted as a role model and showed empathy and respect toward his staff. His convincing management style allowed him to create a pleasant and constructive working environment even under difficult circumstances.

When it came to tasks, competencies, and responsibilities, Mr. Tsimplidis expertly and tactfully delegated precise tasks that were appropriate to the employees' abilities. His instructions and guidelines were clear and comprehensible. He recognized his staff's achievements, and increased personal responsibility, motivation and self-confidence by promptly expressing appreciation and praise in a meaningful and appropriate manner. Mr. Tsimplidis fostered a trusting relationship with his team and thereby actively promoted the mutual flow of information and a positive feedback culture, which he also exemplified constructively at all times. His excellent communication skills permitted him to promote positive team collaboration with ease.

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His staff members were a high priority for Mr. Tsimplidis and he showed exemplary commitment and much patience towards them. He was sensitive to early warning signs of conflicts, addressed the situation openly, and contributed towards resolving it directly and fairly. He demonstrated tolerance towards other people's opinions and mediated diplomatically when viewpoints differed. Mr. Tsimplidis always conveyed information clearly and concisely to the relevant contact person and in a timely and appropriate manner. He presented change processes with convincing arguments, ensured that employees understood the processes and were motivated to support those.

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

Baden, November 16, 2026

ABB Switzerland Ltd

Jose Luis Gutierrez

Digitally signed by Jose Luis Gutierrez
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