

Baar, January 31, 2020

Letter of reference

We herewith confirm that

Mr. Daniil Levin

born on July 14, 1993 and citizen of Neuchâtel worked for our company from December 14, 2015 until January 31, 2020. He started in the position of Buyer. As of October 1, 2016 he was in the position of Category Specialist and since March 1, 2019 he has been in the position of Global Category Manager.

Swissport International Ltd., on behalf of more than 850 client-companies, provides best-in-class airport ground services for some 282 million passengers annually and handles approximately 4.8 million tons of air cargo at 122 warehouses world-wide. With a workforce of some 66,000 the world's leading provider of airport ground services and air cargo handling is active at more than 300 airports in 50 countries on six continents. In 2018 the Group generated a consolidated operating revenue of EUR 2.99 billion.

In his position of Global Category Manager Mr. Daniil Levin's main tasks and responsibilities included the following:

- Actively participating in development and implementation of Ground Support Equipment (GSE) category strategy
- Carry out GSE category spend and market analysis required for the category profiling
- Maintaining market and product knowledge; observing market tendencies
- Analyzing data to identify sourcing/savings initiatives
- Actively engaging in Global RFP for GSE category
- Participating in contractual discussions with suppliers for the managed category
- Responsible for Supplier and Product database management
- Participating in the development of KPIs framework for the suppliers and implementing continuous suppliers' assessment
- Identifying key stakeholders; collaborating, advising and influencing in a matrix organization
- Working closely with business stakeholders to build consensus and alignment for sourcing projects
- Managing costs and driving savings
- Providing support to Procurement colleagues on ad-hoc basis

Mr. Daniil Levin possessed proven expertise and extensive experience in his area of responsibility. The effort he put into his work was in perfect proportion to the achieved outcome, and he often exceeded the requirements. In terms of quality and scope, he often surpassed the specifications.

We were exceedingly satisfied with his performance and his good command of languages was of great value for the communication in his work environment. The prevailing software applications and tools in his field were something he was very familiar with and used with great efficiency.

Mr. Daniil Levin showed outstanding initiative and remarkable commitment. To keep pace with professional developments, he independently pursued regular further training. We regarded Mr. Daniil Levin as a flexible employee, who performed reliably under pressure. In terms of assertiveness, he was able to voice his concerns effortlessly and to underpin his position with compelling arguments. Perceptive in evaluating the scope and impact of his actions, he was careful when weighing up the related risks and opportunities. In the decision-making process he exercised autonomy blended with a great deal of expertise. Mr. Daniil Levin had a wealth of specific ideas for improvements and was proactive and creative when working on innovation and reform. Capable of identifying arising issues, he was effective at resolving them. In terms of operational resources, he attached importance to their appropriate and efficient utilisation. He prudently managed the budgeting of resources and showed where savings could be achieved.

Mr. Daniil Levin regularly forwarded key information in a timely manner and involved management when the situation demanded it. He supported collaboration within the team and offered a balanced view in the face of differing opinions. Management, staff and customers alike appreciated him and held him in esteem.

Mr. Daniil Levin is leaving us on January 31, 2020 at his own request to take on a new professional challenge outside our organisation. We thank him for his tremendous efforts and wish him every success in his professional and private future endeavours.

Swissport Group Services LLC

Artsiom Karabanau
Head Direct Procurement



Susanne Beer
VP Head Corporate HR