

Nordex Energy SE & Co. KG • Langenhorner Chaussee 600 • 22419 Hamburg

Herrn
Daniel Song Youk
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Datum
16. November 2022

Ihr Zeugnis

Sehr geehrter Herr Youk,

anbei übersenden wir Ihnen Ihr Arbeitszeugnis.

Wir danken Ihnen für die geleistete Arbeit und wünschen Ihnen für Ihren weiteren Berufsweg alles Gute und weiterhin viel Erfolg.

Mit freundlichen Grüßen

Nordex Energy SE & Co. KG
People & Culture



Janina Fock
P&C Working Student

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Sitz der Gesellschaft: Hamburg
Amtsgericht Hamburg, HRA 126373

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27/593/00265

Persönlich haftende Gesellschafterin
(Komplementärin):
Nordex SE
Sitz: Rostock
Amtsgericht Rostock, HRB 11500

Vorstand: José Luis Blanco
Dr. Ilya Hartmann
Patxi Landa

Vorsitzender des Aufsichtsrats:

UniCredit Bank AG, EUR
BIC: HYVEDE3300
IBAN: DE81200300000030141220

BNP Paribas SA Niederlassung,
Deutschland, EUR,
BIC: BNPADE33XXX
IBAN: DE64370106002202564015

Letter of Reference

Mr Daniel Song Youk born on 1 May 1979 was employed in our company from 15 June 2018 to 30 June 2022 in the Wind Farm Analytics department as a Senior Data Analyst.

The manufacture of wind energy plants in the on-shore segment has been our core competence and passion for around 35 years. With more than 30 GW installed capacity worldwide, our turbines supply sustainable energy to more than 80% of the global energy market and we are one of the largest companies in the wind industry. National subsidiaries in more than 25 markets and production facilities in Germany, Spain, Brazil, the USA, Mexico and India offer our more than 8,000 employees the opportunity for international and intercultural cooperation. We are growing and together driving forward the expansion of alternative energies worldwide.

In his function as Senior Data Analyst Mr. Youk was mainly responsible for the following tasks:

- Responsible to develop and maintain predictive monitors in the context of the company's in-house predictive maintenance program, internally known as Predict to Prevent or P2P:
- Predictive monitors are used for early detection of technical issues based on sensor data. The monitor applies artificial intelligence methods to train digital twins that learn the normal behavior of a technical component.
- In operation the monitor compares the actual behavior with the digital twin and gives an alert in case of relevant deviations.
- With course of time he took over the complete management of monitor deployment and operation, including user support, definition and tracking of operational KPIs. He also contributed considerably to the migration of P2P monitors to a new software framework in a distributed computing environment.

Mr Youk impressed us with his wide-ranging good specialist knowledge, which he was always able to apply confidently and in a target-oriented manner in practice. Mr Youk combined his excellent theoretical knowledge and broad practical experience in mechanical engineering with data science successfully in many projects. In the field of data science, he showed excellent knowledge in the software development and in setting up, tuning and applying complex models.

He very successfully kept his excellent knowledge up to date by periodically attending events for further education on his own initiative.

His ability to familiarize himself quickly enabled him to understand complex situations immediately and to recognize key aspects. Mr Youk completed his

tasks with great commitment and personal dedication throughout his employment with our company. His absolutely reliable, thoughtful and diligent work ethic could be relied on at all times and even in the most difficult situations.

His exemplary organizational skills enabled him to plan and control his work and carry out his tasks very successfully. He always worked independently, quickly and yet extremely carefully, with a very high level of concentration and flexibility. Mr Youk continuously impressed us with his extraordinary reliability.

Even when faced with complex problems, he found very effective solutions which he was able to implement successfully and thus always achieved good work results. Mr Youk developed robust predictive monitors for mechanical and electronic components that greatly contributed to the optimization of the maintenance of the wind turbines. Especially the monitors for the main bearing, the generator and several lubrication units were very successful in reducing operational expenses and material costs by early detection of impending issues and avoiding damages. Early warnings from these monitors allow for early corrective intervention in the wind turbines, thereby saving Nordex several million euros in costs each year.

The performance of Mr Youk always earned our complete recognition in every respect.

He was well-liked for his very friendly, open and well-balanced demeanor and was very popular; he actively encouraged cooperation and a team atmosphere. His personal conduct towards management, colleagues and clients was always exemplary in every respect.

Mr Youk is leaving our company at his request on 30 June 2022. We regret his departure, as we will be losing a good employee. We would like to thank him for his consistently good performance and wish him all the best and every success in his future professional career and private life.

Hamburg, 30 June 2022

Nordex Energy SE & Co. KG



Michael Wigbers
Group Lead Wind Farm Analytics



Margitta Fink
Senior P&C Manager