

EMPLOYMENT REFERENCE

CLARK was founded in 2015 and has since become one of the world's leading insurtechs with a mission to provide an insurance expert in your pocket. Thanks to the mobile app, customers can manage, compare and improve their insurance policies digitally in the most convenient way. CLARK searches the offers of over 180 insurance companies. CLARK has set itself the goal of becoming the fastest growing and most efficient insurance broker in Europe for private customers. Under the umbrella of the CLARK Group, there are around 30 brands that offer more than 2 million customers the best possible insurance experience.

Mr. Satheesh Kumar Polu, born on February 4, 1988, worked in our Product and Technology department as a Frontend Engineer from July 1, 2022, to August 31, 2025.

Mr. Polu's area of activity and responsibility essentially comprised the independent and autonomous completion of the following tasks:

- Built and maintained the German web application on the frontend using Ember.js.
- Independently bootstrapped, developed, and deployed a React Native application for our Swiss business, successfully launching it with all required features.
- Contributed to the backend systems written in Ruby on Rails, enhancing functionality to support our internal admin agents.
- Took responsibility for integrating a wide range of internal and external packages to meet the functional requirements of our hybrid mobile application.
- Developed and maintained multiple internal packages to ensure scalability and support across our applications.

Mr. Polu has extremely sound and extensive specialist knowledge, which he always used very confidently and successfully to solve his tasks. He was therefore a highly valued contact person in our company for all technical problems.

Mr. Polu was always a very active employee who absolutely identified with his tasks and showed strong commitment. Mr. Polu's way of working was always characterized by great conscientiousness, accuracy and efficiency.

Mr. Polu carried out the above-mentioned activities independently and always to our complete satisfaction, which made him an extremely valuable employee for us. Even in extremely stressful situations and under time pressure, he always showed great resilience and goal orientation.

Due to his helpful and friendly nature, Mr. Polu was held in high esteem by his superiors, colleagues and customers. His behavior was always exemplary.

The employment relationship with Mr. Polu was terminated as of August 31, 2025, due to operational requirements. This decision was not easy for us, as Mr. Polu always impressed us with his very high level of performance. We are losing an exceptionally capable and hard-to-replace employee, which we deeply regret. We would like to thank him for his consistently good cooperation and sincerely regret his departure. We wish Mr. Polu all the best and continued success in both his professional and personal future.

Frankfurt am Main, August 31, 2025



Pragatheeswaran Sorna Rajan - Engineering Manager