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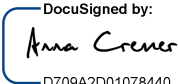
03.04.2025

To whom it might concern

Mentoring certificate

This letter is to confirm that Mrs Julia Hager has been a mentor to our colleagues in Europe and in North America as a part of our internal Mentoring Programme that is launching every year. In the last 5 years, Mrs Hager has mentored at least two mentees for each edition of the programme; she has also successfully supported two neurodivergent mentees. We would like to thank Mrs Hager for her engagement and support of our Mentoring programmes as a mentor.

With kind regards

DocuSigned by:

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i. A. Anna Cremer
Human Resources