

Reference Letter

Mr Nuno Campelo, born on 25 November 1987, was employed by our company from 1 July 2021 until 28 February 2023 as Software Architect within the Main Line Signalling department.

The Thales Group is a global technology leader for security, transportation, defense and aerospace. GTS Germany offers advanced and customer-specific turnkey solutions for railroads (network & operations) in mainline and mass transit and is active internationally as a Group-wide competence center in all aspects of control and safety technology, network integration and the corresponding services.

Mr Campelo was mainly entrusted with the following tasks in detail:

- Playing a critical role in the transfer of BiCApp MVP (Minimum Viable Product) and refactoring to the GDP Cloud
- Successfully architecting and delivering BiCApp (Bid Calculation and Automation Application) Cable Planning
- Conceptualising, designing, architecting and delivering a cross platform Axle Counter mobile application and Data Logger
- Participating in several pre-scoping, scoping and framing workshops towards new digital products and services
- Playing a critical role in the design of AI-based Traffic conflict resolution system
- Successfully conceptualising and developing Asset Management System prototype demonstrated at InnoTrans 2022
- Actively coaching and training Digital Competence Center team members and guiding internship students with their projects
- Successfully setting up Data Plane architecture in place to allow data ingestion, processing and data analytics for Asset Condition Monitoring

Mr Campelo distinguishes himself by an excellent, comprehensive and sound specialist knowledge that he was always able to apply in a target-oriented and constantly successful manner, even while carrying out difficult tasks.

Due to his exceptional quick perception and his far above-average flexibility, Mr Campelo mastered his wide range of tasks with absolute confidence. He combines a pronounced analytical-conceptual ability to think and judge with ideal solutions, which he implemented purposefully at all times. He was a highly motivated and proactive employee who identified with his position in an excellent way. Mr Campelo was continuously ready and able to take on additional responsibilities.

Even under a constantly extremely heavy workload, he proved a particularly effective planning and organisational ability and continually acted in a concentrated as well as level-headed way. His way of working was characterised to the highest degree by independence, a systematic approach and diligence. Mr Campelo invariably met deadlines and adhered to agreements. His work results consistently highly exceeded our expectations both quantitatively and qualitatively.

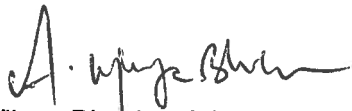
He always completed all the tasks assigned to him to our utmost satisfaction.

The behaviour of Mr Campelo towards superiors and colleagues as well as customers and business partners was permanently exemplary. Due to his very cooperative, friendly and open nature, he had a significant influence on the pleasant working atmosphere. Owing to his professional qualities and convincing personality, he was an extremely valued contact person in all respects.

The employment contract with Mr Campelo ends at his own request effective on 28 February 2023. We deeply regret losing him and would like to thank him for the always excellent cooperation. We wish Mr Campelo all the best and continued success in the future.

Berlin, 28 February 2023

GTS Deutschland GmbH



Vijaya Bhaskar Adusumalli
Head of Digital Competence Center



Jana Becker
HR Business Partner