



Reference

Mr. Volker Vogt

To Whom It May Concern:

PSI develops and integrates complete solutions, on the basis of its own software products, for the management of energy networks (gas, oil, electricity, heat, energy trading), production management (metals, automotive, mechanical engineering, mining, logistics) and infrastructure management for transport and safety. PSI was founded in 1969 and employs 1700 people within the group.

The PSI Metals Non Ferrous GmbH Aachen is part of the worldwide PSI Metals Group which is the leading supplier for production management solutions in the metals industry combining SCM, APS and MES to optimize production and logistics in the market of Steel- and non-Ferrous producer. The Division "Non Ferrous, Flat and Long" (NFL) has three offices (Aachen, Düsseldorf, Brussels), 13 Mio. € revenue and 50 employees.

Mr. Volker Vogt, born on 24th of February 1973, was employed by our company as Sales Director for the Division NFL (Non Ferrous, Flat and Long) and procurator (ppa.) of PSI Metals Non Ferrous GmbH Aachen from September 2012 until 31st March 2016.

Mr. Vogt started his career with PSI or the 4production AG (a company acquired by PSI in 2008) on 1st December 1998. He started as a consultant and did different jobs for project management and management.



Mr. Vogt's responsibilities in his role as director of the division NFL:

- Directing the organization in all aspects, with focus on business development, sales & marketing, and customer relationship management;
- Ensuring that the Company's goals (Order intake, Revenue and Ebit) are clearly established and that strategies are in place for achieving them;
- Define and implement companies strategy and plan based on the international strategy of PSI;
- Promoting the interests of the shareholders;
- Establishing policies;
- Monitoring the performance of Heads of Departments;
- Deciding on the Company's financial position;
- Ensuring the Company's adheres to high standards of ethics and corporate behavior;
- Hire and lay off employees;
- Ensuring the Company's risk management/regulatory compliance policies and
- Different duties in regard of general management tasks (controlling, organization etc.)
- Key account manager for big international Aluminum customer

Mr. Vogt possesses an exceptionally profound expertise in Industry especially in Metals, which he used effectively and successfully in his work. He was able to impart this expertise to his employees without reservation.

Due to his precise analytical abilities and quick comprehension he found outstanding solutions which he consistently and successfully put into practice. We would like to emphasise his highly developed ability to always work conceptionally and constructively as well as his consistently precise judgement.

Mr. Vogt is an exceptionally dedicated manager, who always successfully accomplished his assignments with complete commitment. Even in stressful situations, he achieved excellent performance levels, both qualitatively and quantitatively, and could cope under the heaviest of workloads.

Mr. Vogt gained the confidence of his employees and motivated them through cooperative leadership. He was always fully accepted as a superior, and his team not only met but often exceeded our high expectations.

As a manager, Mr. Vogt continually demonstrated his excellent integration abilities. He always excelled at including the members of his team in the decision making process according to their personalities and competence, thereby creating an outstanding working atmosphere in his team.



Mr. Vogt always worked extremely prudently, conscientiously and precisely. His working methods were always marked by trustworthiness and absolute dependability. Even for the most difficult challenges he found and implemented very effective solutions and always achieved excellent results.

Among other achievements, Mr. Vogt very successfully managed many important sales projects during his employment. His exceptionally systematic approach and very cooperative leadership enabled him to consistently complete his projects with the utmost dependability.

Mr. Vogt always completed tasks assigned to him to our utmost satisfaction.

Mr. Vogt got on very well with all associates and always met them in his friendly, open and accommodating way. Base of the big success of Mr. Vogt was his good relationship to customers and partners that he managed all over the world. His behaviour towards superiors, colleagues and external associates was always exemplary.

Unfortunately, Mr. Vogt is leaving our company today by his own choice in order to accept a new challenge within the PSI group.

We thank Mr. Vogt for the constantly very good cooperation and very much regret his leaving our company. We wish this exemplary colleague all the best, lots of luck and success in both his professional and personal life.

Berlin, 16th April 2016

A handwritten signature in black ink, appearing to read 'Detlef Schmitz', with a stylized flourish at the end.

Detlef Schmitz
Managing Director PSI Metals