



Letter of Reference

Mr. Artur Tim born on 12 October 1992 was employed in our company from 1 September 2021 to 28 February 2022 in the Tax department as a Senior Manager Tax.

FlixBus is a global mobility provider, offering new alternatives for convenient, affordable and environmentally-friendly travel via the FlixBus, FlixBus Charter brands. Thanks to a unique business model and innovative technology, the startup has quickly established Europe's largest long-distance bus network. FlixBus has, since 2013, changed the way over 100 million people have traveled throughout Europe and created thousands of new jobs in the mobility industry. In 2018 FlixBus launched the first green long-distance trains as well as pilot projects for all-electric buses in France and Germany. FlixBus launched FlixBus USA to bring this new travel alternative to the United States later the same year.

In his position as a Senior Manager Tax, Mr. Tim was responsible for the following tasks:

- Acting as Business Owner and Global Process Owner for VAT automation
- Supervision of VAT Compliance, taking part in tax audits, cooperation with external advisors
- Cooperation with local teams in relation to questions and tasks regarding local tax law
- Cooperation with tech teams in relation to VAT automation and tax reporting, automated invoicing, improvements in the ERP System
- Discussing tasks and setting priorities for tech teams from a tax perspective
- Creating tools relevant for tax processes (Data Science and Data Engineering)
- Ongoing, tax-related questions, asked by other departments

Mr. Tim possesses particularly well-founded specialist knowledge, which he always applied in a beneficial manner. His well-developed conceptual, creative, and logical thinking processes enabled him to find solutions for any problems immediately. Mr. Tim always worked using his own initiative and fully identified with his responsibilities and our company at all times. He displayed a high level of dedication and motivation. He constantly demonstrated resilience even in highly stressful situations.

Mr. Tim worked quickly, diligently, carefully and precisely at all times. His particular continuous dependability and reliability were some of his characteristic features.

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. We were always very satisfied with the performance of Mr. Tim.

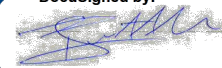
His personal conduct towards his line managers, colleagues and clients was always impeccable.

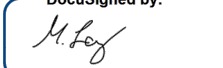


Mr. Tim will be leaving our company on 28 February 2022. We wish him all the best and continued success in his future career and private life.

Munich, 28 February 2022

FlixBus GmbH

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