

ALAIQ Technologie GmbH, Am Tabakquartier 62, 28197 Bremen

Mr.
Elias Teplouhoff
Paula-Modersohn-Becker-Str. 4a
27755 Delmenhorst

LETTER OF REFERENCE

Mr. Elias Teplouhoff, born on July 8th, 1989, worked in our company as UX Designer from February 21st, 2022 and as Team Lead Frontend & Design from January 31st, 2023 to June 30th, 2025.

We are an internationally active company based in Bremen since 2021. Our customers are mainly national and international companies from industry and trade. We support them with innovative technologies such as artificial intelligence in all areas of production, logistics and administration.

Elias Teplouhoff's responsibilities included all the work involved in the UX Design. This included in particular the development and implementation of design strategies that take into account the needs and wishes of our customers. Mr. Teplouhoff always worked closely with other departments and also directly with customers to ensure that our products meet the highest standards in every respect. As part of his work as Team Lead Frontend & Design, he added additional tasks such as technical management of the team (including resource planning), exchange throughout the company and representation of the team in the company, as well as the creation and further development of workflows and processes.

We would like to state explicitly that Mr. Teplouhoff's strategic yet creative approach to design requirements and expertise have been instrumental in creating our easy-to-use and competitive products.

Mr. Teplouhoff is a conscientious and reliable employee who has shown commitment and initiative to his wide range of tasks and to our company. He is an excellent designer whose work is always of high quality. He completed his tasks independently, goal-oriented and on time without restriction, even under the most difficult working conditions.

Mr. Teplouhoff was particularly popular in our company due to his friendly and accommodating nature. He was characterized by his ability to work in a team, friendliness and social intelligence.

Mr. Teplouhoff always completed the tasks assigned to him to our complete satisfaction. We can unreservedly recommend Mr. Teplouhoff and are convinced that he will be a valuable asset to any company.

The employment relationship with Mr. Teplouhoff ended on June 30th, 2025 for operational reasons. We regret this extraordinarily, thank Mr. Teplouhoff for the very good work he has done and wish him all the best for his private and professional future!

Bremen, den June 30th, 2025

A handwritten signature in black ink, reading "D. Arfmann", written over a horizontal line.

Dr. David Arfmann
Managing Director

October 18, 2019

Letter of Reference for Ilia Teploukhov

Dear Sir/Madam,

I would like to take this opportunity to recommend Ilia Teploukhov for a position as UX/UI Designer. As the UI/UX Designer for Reverse Systems Company, I was Ilia's direct supervisor in 2019. I worked closely with him on a range of projects including website design and online service design. I am confident that Ilia's exceptional skills, professional experience and personal qualities will make him a powerful asset at any company where he is going to work.

Ilia, as a employee of Reverse Systems, was responsible for the tasks as UX and UI designer on the Facility Grid Project for the company based in USA. During the year, he successfully solved multiple tasks related to the Project, i.e. created functional wireframes, mockups for new modules, implemented various user experience improvements. I was impressed how quickly he entered the project and get into work on reasonable level. My colleagues from USA and I are very satisfied with intense speed and quality of tasks to which ilia was related and his experience.

Ilia has an excellent ability to effectively listen and to proceed with each task at hand, both large and small. He is detail oriented, well organized, initiative and ready to suggest new ideas. He created a website design for our company as well. We really appreciate his enthusiasm, experience and ideas. As you can see, we have been delighted with the work Ilia done for us.

Ilia is smart, responsive and easy to work with. He's on top of current technologies, and regularly offers up recommendations and explanations that help us make a better product.

I know Ilia will make an excellent UX/UI designer and valuable asset to your team. Please contact me if you have any questions.

Sincerely,



Paul Sinitsin

CEO of Reverse Systems, LLC

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Letter of Reference for Ilya Teploukhov

September 9, 2019

To: Whom it may concern

I am very pleased to write this recommendation for Ilya Teploukhov. I was Ilya's project manager for the past two years. We designed UI/UX for telecom operators marketing automation system and big data analysis system - the flagship products of our Company. During this work, Ilya showed high professional skills and enthusiasm.

Our team have solved a difficult task - we adapted the complex technical logic of the industrial system for mental models of business processes of users who are not IT specialists. Ilya was not afraid to take on a difficult project and brought it to the end. He was able to immerse himself in the new business areas in the shortest time. I especially want to note his attention to the details of business processes and suggestions for optimizing user scenarios.

Ilya knows how to perform complex tasks in a short time in the face of uncertainty of user journey. He easily adapts prototypes to new hypotheses, visualizing key features. Thanks to his effective work, we were able to demonstrate a prototype of our new analytic system for the telecom industry in international conference Mobile World Congress 2018 in Barcelona. We actively used the prototypes of our other new products developed by him at the stage of customer development and presale to receive feedback from business customers.

We really appreciate his passion, skills, knowledge and approach to work. Since then we had many other successful projects, such as web pages design, company rebranding, banners etc. He also designed the stand of our company for the conference Mobile World Congress 2019 in Barcelona.

Regarding his soft skills, I can say that he works great in a team, is very punctual, always in touch and passes sprints on time. It was easy and pleasant to work with him. Ilya is a cheerful, friendly and responsible person.

Please feel free to contact me at WhatsApp +7 922 127 61 39 or email e.boykachev@eastwind.ru if you have any questions regarding his candidacy or past work.

Sincerely,

Product Manager
East Wind



Eugene Boykachev