



Red Bull GmbH • Am Brunnen 1 • A-5330 Fuschl am See • Austria  
Tel.: +43 (0)662/65 82-0 • Fax: +43 (0)662/65 82-7010

## CERTIFICATE OF EMPLOYMENT

Mr. **Herbert Salzmann**, born on June 1<sup>st</sup>, 1978, has been employed at the **Red Bull Operations Service GmbH** from July 5<sup>th</sup>, 2010, to April 30<sup>th</sup>, 2022, and held the position of the **Head of Indirect Procurement**.

In his position as the Head of Indirect Procurement, Mr. Salzmann helped shaping and implementing the Global Travel-Management, Global Fleet-Management and Global Mobile-Communication strategy by ensuring timely and successful execution in the business. He took on responsibility for the setup of all mentioned departments from scratch to a professional, globally lead indirect procurement division. Mr. Salzmann established crucial partnerships with fleet-providers which lead to global umbrella-bonus-schemes. As direct report to the Global Head of Procurement, he supported strategic and operational decision making through internal and external analyses.

His main areas of responsibility were as follows:

- Driving strategy development of Global Travel Management, Global Fleet Management and Mobile-Communication
- Running and coordinating strategic Travel initiatives, focusing on growth and efficiencies, together with his team
- Identifying and implementing growth and business development opportunities in all areas of procurement (e.g. global hotel-accommodation contracts based on beverage sales)
- Supervising and developing the organization's Travel and Fleet portfolio by creating transparency and evaluating new projects based on contribution to overall strategy as well as ensuring successful implementation
- Building, leading and developing the Travel- and Fleet Management team
- Support the Global Head of Procurement in decision making, providing financial evaluation and decision papers
- Driving market research and insights and building expertise on recent trends and technology on all aspects of Fleet and Travel Management.
- Securing and ongoing optimization of Travel processes & guidelines
- Project Management for the selection and implementation of a business travel solution (booking platform)
- Coordinating external partner companies about the processing of vehicle purchases and related services
- Coordinating with relevant departments (HR, Finance, IT, etc.) in all matters
- Supporting of the development and adaption of fleet management solutions and tools (SAP, Order Tool, Vendor Portal, etc.)



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Mr. Salzmann always assumed new tasks with great dedication and success. Especially in strategy development and new processes within the Travel- and Fleetmanagement tasks. Mr. Salzmann has impressively demonstrated his extensive professional expertise, driving concept development, leading teams and realizing efficiencies for our company. We want to mention his great success, where he established a global iot-management of coolers for tracking and tracing of roughly 350.000 assets globally. Due to his strong networking and interpersonal competencies as well as his excellent analytical skills and quick perception, he at any time achieved exceptional results.

Mr. Salzmann always carried out his assigned tasks with the utmost care, independence, great dependability and highly structured to our fullest satisfaction, exceeding expectations. Through his outstanding personal commitment, sense of responsibility and his self-reliance, he always achieved extraordinary results taking the interest of our company into consideration. Due to his exceptional cooperation, persuasiveness, ambition and consistently helpful and friendly attitude towards his colleagues, Mr. Salzmann was a highly valued member of Red Bull, well respected, trusted and appreciated by superiors, team-members, co-workers and business partners alike.

Due to his excellent leadership quality, Mr. Salzmann constantly achieved great personal commitment from his team members and succeeded in motivating and inspiring the team, as well as fostering highest performance. He always led his employees with clear objectives and a focus on individual professional and personal strengths. Finally, we want to emphasize his ability to develop very good solutions, even in challenging situations.

Mr. Salzmann is leaving the company at his own request to pursue a new career outside of Red Bull. We would also want to add, that he deliberately offered a very long transition phase in connection with his termination, so that all tasks could be handed over perfectly. We greatly regret his decision to leave and expressly thank Mr. Salzmann for his successful work and excellent contribution in Red Bull and wish him all the best for his professional as well as private future.

Elsbethen, 15.06.2020

Werner Depauly  
Global Head of Procurement