

REFERENCE LETTER

Benjamin Thomas Grauer, born on 9 August 1980, from Switzerland, has been employed full-time in Verity's Applications & Framework team as Head of Applications & Framework from 1 March 2023 until 30 June 2025.

For industries that rely on fast and efficient supply chains, Verity delivers AI-powered mobile intelligence, enabling complete operational visibility through fleets of fully autonomous drones. Verity's system is used to perform millions of fully autonomous inventory checks each month in more than 100 warehouses across the globe. Verity's team includes some of the top minds in the world of AI and robotics, supply chain, and drone technology.

Benjamin's main responsibility areas are:

- Led the Applications and Frameworks department, focused on developing web applications for both internal and external users.
- Managed a team of approximately 10 engineers specializing in systems and control, backend, and frontend software engineering.
- Coordinated groups focused on technical growth and cross pollination for front-end development, cloud backend, and release management.
- Oversaw the management and optimization of Atlassian tools used by the entire company.

During his employment at Verity Benjamin fulfilled his role as Head of Applications & Framework managing a variety of tasks, conducting his responsibilities with professionalism. He successfully managed to introduce a new way of approaching user experience and 3D rendering, significantly improving the effectiveness of our applications. He also played a key role in leading the simplification of the commissioning tools, understanding the requirements of all the stakeholders and setting the vision for a streamlined and friendly user experience.

Benjamin worked independently within his areas of responsibility, ensuring that assigned tasks were completed effectively. He brought innovation to our development process and tried to identify areas of improvement and introduce automations and tool support. As a leader, Benjamin was highly committed to building a high-performance team, empowering individuals, and ensuring they had the support and resources needed to operate efficiently.

His communication and collaboration skills within the team, his respectful, positive, and professional attitude made Benjamin a nice colleague to collaborate



with, as we could rely on him to provide his input and support whenever necessary.

We appreciate Benjamin 's contributions during his time at Verity and wish him the best in his future endeavors.

Please do not hesitate to contact us should you have any questions regarding this matter.

Best regards,

Luca Gherardi

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Head of Development

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