

Reference Letter

Ms. Sophie Louise Maria Engelhart, born February 13, 1997, has been working for TikTok Germany GmbH since June 1, 2022.

TikTok is the leading platform for short videos on the smartphone. Our mission is to enrich and inspire people's lives by being a home for our users' creativity and providing them with an authentic, joyful and positive experience. TikTok has locations worldwide, including Los Angeles, New York, London, Paris, Berlin, Dubai, Mumbai, Singapore, Jakarta, Seoul and Tokyo.

Since joining our company, Ms. Sophie Engelhart has worked as Customer Solutions Lead for TikTok Germany GmbH. In her work, she was mainly entrusted with the following:

- Responsible for growth of the Tech branch on TikTok in the DACH market (individual customers with EU focus) incl. strategic development on and off platform
- Full funnel media planning and execution including paid, creator, owned & events
- Performance Champion of TikTok DACH from 07/23-12/23 (ongoing)
- Project Management on DACH, EU and Global Level

Ms. Sophie Engelhart has excellent and also in peripheral areas very profound expert knowledge, which she always contributes to our company in a highly profitable way. Through regular and very successful continuing education, she keeps her excellent expertise up to date and continuously expands it.

Due to her very good comprehension skills, she is always able to immediately grasp even difficult situations and quickly find very good solutions. Ms. Sophie Engelhart shows a high level of initiative at all times and fully identifies with her tasks and our company without exception, while also impressing with her very high level of commitment.

Ms. Sophie Engelhart always proves to be highly resilient even in high workload situations. She carries out all tasks completely independently at all times, extremely carefully and thoughtfully. She always acts calmly, deliberately, goal-oriented and to the highest degree precisely. Thereby, Ms. Engelhart consistently convinces in a special way in qualitative as well as in quantitative respect.

Ms. Sophie Engelhart always showcases extraordinary reliability. She finds excellent solutions for all problems that arise, without exception. Moreover, Ms. Engelhart's performance receives our fullest appreciation at all times and in all respects.

She is held in high esteem by everyone because of her always friendly and even-tempered nature. She is consistently helpful, courteous and, if necessary, puts personal interests aside. In addition, her behavior towards superiors, colleagues and customers is, without exception, exemplary and loyal.

We are happy to prepare this interim reference letter in accordance with Sophie Engelhart 's request. At the same time, we would like to take this opportunity to thank her for her activities in our company to date and look forward to working with her in the future.

Berlin, 26th December 2023



TikTok Germany GmbH

Tianqi Bao

HR Operations Specialist