

VAILLANT GROUP

Vaillant Group Business Services Poland Sp. z o.o.
al. Walentego Roździeńskiego 1B • Katowice 40-202 • Poland

Firma VAILLANT GROUP BUSINESS SERVICES

Katowice

30.06.2026

City: Katowice

Name/E-Mail

michal.mateja
@vaillant-group.com

Phone

+48 882 025 416

LETTER OF REFERENCE

Introducing the Company

Our Vaillant Group Business Services Sp. z o.o. the company operates primarily in the IT industry by supporting our internal and external Customers.

We are currently dealing with building up an IT site from scratch for Vaillant Group by hiring and developing the best software specialists and engineers on the market.

Our products include software and software configurations for our existing products like heating pumps, gas boilers and air conditions devices.

Areas of cooperation with AIDER Polska

Our Company has been cooperating with AIDER Polska since 2022. Under our cooperation, AIDER provides us with services related to HR and Payroll activities.

We started our cooperation with AIDER Polska on 08.11.2022.

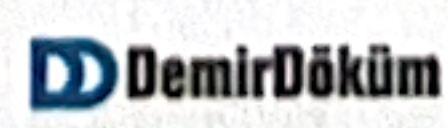
We had the pleasure of cooperating with AIDER Polska for over three years and we can confidently say that it was a very good business decision of ours.



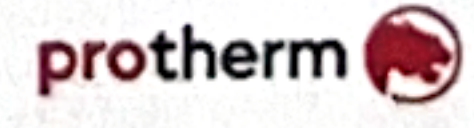
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al. Walentego Roździeńskiego 1B
40-202 Katowice
Poland

Managing directors:
Markus Wende, Steffen Ascher, Michal Mateja
District Court Katowice - East in Katowice
Court register number (KRS): 0000991319

Bank account: 25 1050 0086 1000 0090 3284 8401 PLN
24 1050 0086 1000 0090 3284 8419 PLN (VAT)
Tax Identification number (NIP): 6343014826
Share capital: PLN 5.000,00

The company is a large entrepreneur within the meaning of the Act on counteracting excessive delays in commercial transactions.

VAILLANT GROUP

The AIDER Polska company provides us with extremely high-quality services related to payroll calculation and personal data records. Since the very beginning, we have admired their support and willingness to solve every HR-related issue with a higher priority. It is also worth mentioning that people who work with us always keep the deadlines and provide us support which is very often not a part of our initial agreement. This automatically means that in our eyes we are working with an extraordinary specialist in the payroll and HR field.

Right from the start, AIDER Polska kept fulfilling its obligations conscientiously and on time, always ensuring the high quality of its services and keeping up our mutual relations. They supported our company from the very beginning and helped to go through the first moves.

Also, their outsourcing team actively participated in solving the first challenges, completing documentation for the Polish Authorities and Institutions, and even supporting the onboarding process.

We are happy to say that our cooperation progressed very smoothly. We always could be sure that all employees and payroll documentation is reviewed. All information is verified to make sure that both sides understand each other.

Moreover, we are always sure that no crucial element might ever be omitted, and we would receive full information about needed topics. Thanks to the continued support of AIDER Polska, we successfully managed to grow to over 240 employees in Poland.

AIDER Polska excels in their industry due to their professional talents, commitment and top quality of services provided. Their staff members are highly competent and they adopt an extremely agile and customer-friendly approach.

We appreciate the fact that AIDER team is always open to finding a solution to any situation. We are also thankful for support in the first few months with additional organization tasks.

High commitment and experience on their employees part translated into real effects achieved. Our cooperation always fully met our expectations. The expertise and skills of highly qualified AIDER Polska accountants translated into precise matching of payroll needs to perfectly cater to our Company's needs.

We particularly value the top quality of their services and their open-minded approach which enabled quick fine-tuning of their work to match our Company's ways. Whenever challenges occurred, they were handled quickly and effectively.

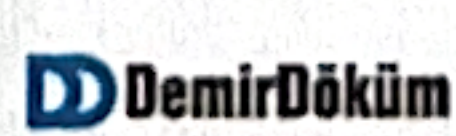
Our time of cooperation with AIDER Polska was extremely fruitful and helped us achieve while ensuring the high reliability of the processes.



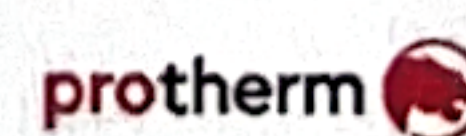
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Recommendation

We would like to express our very positive opinion regarding the new onboarding application delivered by the AIDER external vendor and recently implemented for our new joiners.

The application provides modern, intuitive, and well-structured onboarding experience, significantly supporting new employees in their first days and weeks with the organization. Its user-friendly interface allows new joiners to easily fill out all necessary documents for a new joiner, navigate through required information and tasks, which contributes to a smoother and more engaging start.

From an HR and operational perspective, the solution stands out for its clear process flow, high level of automation, and flexibility. The application effectively centralizes key onboarding activities, ensuring consistency, transparency, and timely completion of required documents. This has noticeably reduced administrative effort while improving the overall efficiency of the onboarding process.

In addition, the application supports strong engagement and employer branding, helping new joiners feel welcomed, informed, and connected from day one after signing the contract with Vaillant. The ability to deliver content in a structured yet personalized way has been particularly appreciated, as it supports both business objectives and the employee experience.

We would also like to highlight the professionalism and cooperation demonstrated during the implementation phase. Communication was clear, requirements were well understood, and the solution was delivered in line with agreed expectations. The Aider team showed flexibility and responsiveness, which contributed greatly to a successful rollout.

Overall, we consider the onboarding application to be a high-quality, value-adding solution that meets our needs and supports our strategic HR goals. We are confident in recommending it as a reliable and effective onboarding tool and look forward to continued cooperation.

Yours faithfully,

Michał Mateja

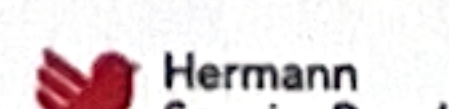
Prezes Zarządu

Michał Mateja

President of the Board Members

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Warszawa, dnia 30.06.2026

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(miejsce na pieczęć firmy)

AIDER Polska Sp. z o.o.

Ul. Towarowa 7, 00-839 Warszawa

OŚWIADCZENIE

Działając w imieniu firmy Vaillant Group Business Services Sp. z o.o. z siedzibą w Katowicach (40-202), przy ul. Aleja Walentego Roździeńskiego 1B, wpisanej do rejestru przedsiębiorców Krajowego Rejestru Sądowego pod numerem KRS 0000991319 posiadającej numer NIP 634014826 oraz numer REGON 523165800, („Klient”), niniejszym zezwalam firmie AIDER Polska Sp. z o.o z siedzibą w Warszawie (00-877), ul. Towarowa 7, wpisanej do rejestru przedsiębiorców Krajowego Rejestru Sądowego prowadzonego przed Sąd Rejonowy dla m.st. Warszawy w Warszawie, XIII Wydział Gospodarczy Krajowego Rejestru Sądowego pod numerem 0001182994 („AIDER”) na wykorzystywanie przez AIDER Polska znaku handlowego oraz nazwy Klienta w materiałach i publikacjach marketingowych, nawiązujących do wykonywanych przez AIDER Polska usług na rzecz Klienta. AIDER Polska może również odnieść się do nazwy Klienta w ramach ogólnego opisu wykonanych prac objętych umową współpracy.

Wykorzystanie jest ograniczone do poniższych form:

- publikacje na stronie aidergroup.pl
- publikacje na profilach prowadzonych przez Grupę AIDER w sieciach LinkedIn, Facebook i Twitter,
- umieszczenie w materiałach reklamowych cyfrowych oraz drukowanych,
- wewnętrzna komunikacja w ramach struktury Grupy AIDER.

Zgoda na wykorzystanie znaku handlowego oraz nazwy Klienta obowiązuje od dnia podpisania niniejszego oświadczenia. AIDER Polska dochowa wszelkiej staranności, by wykorzystać nazwę i znak handlowy Klienta z zachowaniem wszelkiej dbałości o najlepszy interes obu stron.

Klient może w dowolnym momencie wycofać zgodę na wykorzystanie nazwy i znaku handlowego. Po otrzymaniu informacji o wycofaniu zgody AIDER Polska niezwłocznie zaprzestanie dalszego wykorzystywania nazwy oraz znaku handlowego Klienta we wskazanych formach. Wycofanie zgody może dotyczyć również tylko wybranych form wykorzystania nazwy i znaku handlowego Klienta.

O ile nie ustalono inaczej, wykorzystanie nazwy i znaku towarowego Klienta nie jest objęte żadnymi dodatkowymi opłatami. Udzielenie zgody nie stanowi przeniesienia na AIDER Polska jakichkolwiek praw do znaku towarowego i nazwy, a ich wykorzystanie powinno ograniczyć się wyłącznie do wskazanego wyżej zakresu.

W imieniu spółki:

Michał Mateja

Prezes Zarządu

.....
(podpis przedstawiciela firmy)