

Interim Reference

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Ms. Helia Parto has been employed in our company since April 22, 2024. She joined our company as a Data Analyst and was promoted to Senior Analytics Engineer – BI Infrastructure due to her consistently excellent performance in April 2025.

In the heart of Berlin, everything revolves around creating an active and accessible healthy lifestyle, driven by our 80 enthusiastic team members. In pursuit of our mission to achieve the perfect harmony between body, mind, and soul, we continually develop innovative and high-quality products with added values. Whether it's protein-rich, low-calorie, or pure indulgence, our diverse range caters to every desire. Founded in 2011, we have been a part of Redcare Pharmacy N.V. (formerly Shop Apotheke Europe) since 2018. This connection enables us to inspire and accompany an even larger community on their journey to a healthier life.

Ms. Parto was mainly responsible for the following tasks:

- Owning and maintaining analytics infrastructure across finance, marketing, purchasing, and retail departments
- Developing and optimizing forecasting and reporting pipelines using BigQuery, Python, and dbt
- Designing and maintaining KPI architectures, business logic definitions, and reporting standards
- Automating operational and finance-related workflows
- Identifying and resolving data quality issues and inconsistencies across reporting and ETL processes
- Coordinating with stakeholders and management on reporting, analytics, and process improvements
- Contributing to the company-wide Microsoft Fabric migration, including semantic modeling and reporting layer design
- Supporting and validating reporting systems during the migration from Navision to Microsoft Business Central
- Developing competitive intelligence and business performance reporting solutions
- Supporting internal AI and automation initiatives across multiple departments

Ms. Parto possesses excellent in-depth specialist knowledge even in peripheral fields, which she always applies to our business processes in a most effective and beneficial manner. She keeps her outstanding professional knowledge up-to-date and continually expands it through regular and very successful further training, including an "Internship in the Master Program Artificial Intelligence."

Her ability to familiarize herself quickly enables her to understand even the most complex situations immediately and to recognize key aspects. Ms. Parto always works using her own initiative and completely identifies with her responsibilities and our company at all times. She always displays an impressive level of dedication and motivation as well as resilience even in extremely stressful situations.

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Ms. Parto carries out her tasks with great diligence and a high level of responsibility. She is extremely conscientious and always works quickly without any detriment to the accuracy of her work. Trustworthiness and absolute reliability characterize the work ethic of Ms. Parto at all times.

Even when faced with extremely complex problems, she always finds very effective solutions which she is able to implement successfully and thus always achieves excellent work results. The performance of Ms. Parto always earns our full recognition in every respect.

She is respected by everyone for her consistently friendly and well-balanced demeanor. Ms. Parto is always helpful, courteous, and if necessary, she puts the interests of others before her own. Her personal conduct towards her line managers, colleagues and clients is always exemplary and loyal.

Ms. Parto has requested a provisional reference, which we are pleased to provide. We would like to thank her for her consistently very good performance in the past and are looking forward to a positive continuation of her employment.

Berlin, May 21, 2026

nu3 GmbH



Yvonne Maguhn
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