

Reference Letter iundf Marketing Technology AG



Reference for Andreas Dobler

Mr Andreas Dobler, born on 30 March 1994, residing at Bergackerstrasse 54, 8406 Winterthur worked for iundf Marketing Technology AG as Sales & Partner Manager from 1 March 2023 until 31 October 2023.

iundf Marketing Technology is a leading provider of services in the marketing automation sector and advises SMEs and large companies on the introduction and use of leading marketing technologies.

In his role as Sales & Partner Manager, Mr. Andreas Dobler distinguished himself with a diverse range of tasks and significant responsibilities:

- He was responsible for the acquisition of new customers and advised them with a consultative approach based on individual needs and challenges.
- He was instrumental in building and intensifying our collaboration with technology partners, steadily expanding and strengthening our partner network.
- He planned and coordinated strategic approaches in close cooperation with the account executives of our technology partners.
- Mr Dobler prepared pitch presentations thoroughly and presented them with great persuasiveness.
- He proactively identified opportunities for up-selling and cross-selling with our existing clients, thereby continuously strengthening our client relationships.

In addition to his profound technical knowledge, Mr. Andreas Dobler displayed a great willingness to perform and motivation. He handled his tasks with systematics, diligence, and a high level of commitment. Even under time pressure and in challenging deadline situations, he always kept calm, demonstrated reliability, and delivered work results of consistently high quality.

Within our team, Mr Dobler was known as a goal-oriented and at the same time cooperative colleague. His relationship with superiors, team colleagues and customers was always characterised by deep respect, professionalism and enduring friendliness. His helpful and balanced manner was appreciated by all team members and contributed significantly to a positive and productive working environment.

Unfortunately, we have to terminate the employment relationship with Mr. Andreas Dobler for operational reasons as of 31.10.2023. We thank him sincerely for his very valuable cooperation and commitment.

Zurich, 19 October 2023

Urs Blickenstorfer

CEO & Chairman of the Board of Directors

Reference Letter

Netlight Consulting AG



Reference Letter of Andreas Dobler

Mr. Andreas Dobler, born on the 30.03.1994, was employed in our company from 14.06.2021 to 28.02.2023 as a Sales Manager.

Netlight Consulting AG is an IT and management consulting company with headquarters in Zurich and other locations in Europe. Its core business includes consulting services in the field of IT for customers active in various sectors and of all sizes. Most recently, the Netlight Consulting Group achieved international a turnover of approx. 170 million Euros.

The area of responsibility of Mr. Dobler mainly comprised the following:

Sales:

- Enabling Netlight to grow and thrive in a new market by finding and establishing new clients and engagements as well as collaborating closely with consultants to find a suiting assignment for them.
- Responsible for the entire sales cycle from first meetings with stakeholders to needs analysis, scoping, closing and customer success.
- Starting collaborations at new clients from scratch. E.g. with one of Switzerland's largest retail and wholesale companies. In this case, the field of collaboration was strategic Cloud Transformation advisory.

Account Management:

- Developing tailor-made solutions and working closely with clients to ensure positive impact and sustainable results.
- Generating and maintaining interest and motivation from others for clients and assignments by building strong relationships as well as working closely with others in a collaborative team setting.
- Identifying upselling potential by holistically connecting different deliveries at the same client.
- Ensuring successful client projects as a whole through team performances by supporting the team at the client with their delivery.

Project Management:

- Project coordination, stakeholder communication and expectation management.
- Manoeuvring existing client engagements and supporting them as a strategic partner.
- Leading the day-to-day execution of client projects while guiding and developing individual team members. Working directly with clients and taking ownership of overall projects and their end products.



Mr. Dobler has a very broad and well-founded expertise which he knew how to put into practice at any time.

In addition, his work results were of good quality, especially in the face of changing requirements and under difficult circumstances. He met the requirements which were set for him to the full extent. Mr. Dobler proved to be a resilient employee and acted deliberately, calmly and in a goal-oriented manner.

In a very short time, Mr. Dobler was able to familiarize himself with various areas of responsibility which were assigned to him. Furthermore, he pursued the agreed goals sustainably and with great success.

The working style of Mr. Dobler was always characterized by great reliability as well as a careful and structured approach to planning.

In contact with customers, Mr. Dobler was characterized by a very professional appearance and always behaved flawlessly towards superiors, employees and customers. He contributed to a good and efficient team working environment.

Mr. Dobler has always performed the tasks assigned to him to our full satisfaction.

Mr. Dobler is leaving our company on 28.02.2023 at own request.

We thank Mr. Dobler for the valuable cooperation and we are sorry to lose him as an employee. We wish him all the best for his further career and life path and much success in the future.

Zurich, 28.02.2023

Netlight Consulting AG

Felix Sprick, Managing Director

Reference Letter SAP



Reference

We are pleased to confirm that Mr. Andreas Dobler, born on March 30, 1994, from Mümliswil-Ramiswil, was employed at our company from August 1, 2017 until May 31, 2021, last as a working student in the Customer Success - Industry Sales - Financial Services Banking department.

He was responsible for the following tasks:

- Supporting the Financial Services Sales team with projects for the largest and most important customers in the insurance and banking sector
- Executing projects in teams consisting of Sales, Marketing, Consulting, and Product Specialists
- Collaborating in all sales areas, especially focused on finding new opportunities and closing deals
- Take on the responsibility as Account Executive in training a customer in the banking sector, incl. closing multiple deals with a total value in the six-digit range

Mr. Dobler also took on the following special tasks:

- Acquiring industry-, sales- and SAP software-specific specialist knowledge
- Participating in trainings and knowledge building sessions
- Taking part in the SAP intern rotation program with the aim of cross-department exchange as well as the development of specialist knowledge
- Convincing with a solution to fight global warming with the help of technology with the result of winning the SAP intrapreneurship initiative 1BLives 2020 in Switzerland

Mr. Dobler successfully mastered his own area of work, worked confidently and autonomously and was also dependable and precise under high pressure. He responded perceptively to new tasks, immediately identified the essential issues and maintained an excellent perspective of the big picture. He was always fully dependable and completed his tasks efficiently, responsibly and dutifully even under hectic conditions. We were particularly impressed by his exceptional performance and flexibility. He has demonstrated an outstanding sense of responsibility and a high level of commitment to his routine work as well as in any unanticipated situation.

Thanks to his quick-wittedness and adaptability, Mr. Dobler rapidly felt at home with the various tasks he was requested to take on. As well as being fully trained, he possesses sound and in-depth knowledge which has always enabled him to respond in an independent and effective manner. His experience and motivation rapidly enabled him to produce excellent results. His constant desire to acquire new skills and put them into practice has been particularly appreciated. His cooperation has always been exemplary, like his work which has consistently exceeded our expectations. We have got to know Mr. Dobler as an exceptionally dependable and conscientious colleague. He continuously exceeded our expectations while accomplishing his assigned tasks.

With his friendly, polite and humorous manner, Mr. Dobler made considerable contributions to a harmonious working environment. He was accepted and appreciated by superiors and colleagues in equal measure. His personal management skills were always exemplary. He is exceptionally good at prioritizing his tasks and uses a pragmatic approach to his work. He regularly achieved and even exceeded expectations by coming up with creative solutions derived from his vast experiences. He was very good at motivating his colleagues when implementing his solutions.



Mr. Dobler is leaving our company on May 31, 2021 at his own request. We are extremely sad to see him go, and we wish him the best of luck and success in his new task, as well as in his ongoing career, and in life.

Zürich-Flughafen, May 31, 2021

SAP (Schweiz) AG

A handwritten signature in blue ink, appearing to read 'G. Wiskemann'.

Gabriel Wiskemann
HR Director

A handwritten signature in blue ink, appearing to read 'Elke Kirsch'.

Elke Kirsch
HR Business Partner

Confirmation

HSG Freshers` Week Tutor 2017

Andreas Dobler
Bergackerstrasse 54
8406 Winterthur

15 September 2017

Confirmation for the engagement in the Freshers' Week 2017

The Freshers' Week is the beginning of the academic year for all new students, according to the study concept of the University of St.Gallen. The week is a compulsory part of the first year of study. During the Freshers' Week, the new students are familiarised with the course structure, the infrastructure and processes at the University of St.Gallen, and in addition, they work on an interdisciplinary case study.

In this year's Freshers' Week, which took place from 11 to 15 September 2017, the students dealt with a case study on the topic of "Swiss retirement provision risks – campaign challenge". In this case, they worked on the topic of retirement, analysed the interests of various stakeholders, and examined, in a third step, the perception of the 18- to 25-year-olds on the subject. From the knowledge gained, the students developed a target-specific information campaign. The students presented their results to a preliminary committee that included academic and administrative staff of the University of St.Gallen, representatives of presenting partner Helvetia Insurance and external experts. The best 10 final products were subsequently presented to a judging panel of four experts and to all first-year students as part of the big Closing Event.

Throughout the week, the new students work in 60 case study groups of about 24 people each and are supported by two tutors. The tutors lead the group in their group work and are the first point of contact of the university for the new first-year students.

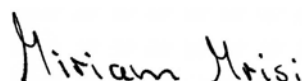
In preparation for their tasks, all tutors participated in a two-day training course about the behaviour and management of groups, as well as covered content-specific aspects of the case study. In addition, the tutors discussed their commitment as a tutor in a written assignment. After the Freshers' Week, they had to submit another written assignment reflecting on the week with their co-tutor, including a personal conclusion, which was marked. Students at Master's level had to submit an additional report. In this, they focused on the developments, effects and challenges of digitisation in an assigned area of life.

On behalf of the University of St.Gallen, we would like to thank Andreas Dobler for the valuable work and the commitment as a tutor in the Freshers' Week 2017.

UNIVERSITY OF ST.GALLEN



Prof. Dr. Roman Capaul
Academic Director of the Assessment Year



Dipl.-Soz.-Wiss. Miriam Mrisi
Project Manager of the Freshers' Week

Employment Confirmation ZKB

Arbeitsbestätigung

Zürich, 12. Februar 2016

Wir bestätigen, dass

Herr Roland Andreas Dobler, geb. 30. März 1994, von Mümliswil-Ramiswil SO

vom 4. bis 12. Februar 2016 als Aushilfe im Stundenlohn als Assistent Leitung im Bereich Logistik, Operations, Entwicklung, mit einem Arbeitspensum von 100% bei uns angestellt war.

Roland Andreas Dobler verlässt uns nach Ablauf des zeitlich befristeten Arbeitsverhältnisses. Wir danken ihm für die wertvolle Zusammenarbeit und wünschen ihm für die Zukunft alles Gute und viel Erfolg.

Zürcher Kantonalbank



Cornelia Blattner



Susanne Jimenez