

Reference

Mr Tobias Schmid, born on 22 July 1993 in Fürth, joined UVEX WINTER HOLDING GmbH & Co. KG on 1 September 2010 as a Trainee Industrial Management Assistant. A separate reference has been provided for this training period.

After successfully completing his professional training, Mr Schmid joined the Marketing & Communication department of UVEX SAFETY GROUP GmbH & Co. KG on 11 July 2013, in the role of Marketing Assistant. Since 1 January 2018, Mr Schmid has been employed in the role of Junior Marketing Manager.

uvex is a medium-sized group of companies active in the international health and safety and sports and leisure markets.

UVEX SAFETY GROUP GmbH & Co. KG is responsible for central functions as well as various duties for uvex health and safety across the Group.

Mr Schmid's responsibilities included:

- The conception and operational management of appearances at national and international trade fairs
- Stand planning and organisation and briefing of external partners, such as stand building companies and agencies
- Internal coordination across the Group during the planning and implementation phase
- Independent execution of marketing projects
- Developing new and existing innovative trade fair and exhibition concepts
- Planning and managing events
- Budget planning and controlling, as well as analysis and success tracking

Since joining our company, Mr Schmid has acquired a wealth of in-depth specialist knowledge. Mr Schmid is an exceptionally engaged, interested and reliable employee who consistently met our high expectations and achieved the very highest standards. He is keen to act on his own initiative, has a great sense of responsibility and was always fully committed to the tasks assigned to him. He adopts a consistently systematic, structured and swift approach to his work, and is able to rapidly collate and analyse facts and identify and implement practical solutions. Even in more challenging periods during which his workload increased significantly, Mr Schmid proved himself very resilient and maintained a very good overview of the tasks at hand.

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General partner:
UVEX SAFETY GROUP Management GmbH District
Court of Fürth HRB 10434

Managing Directors:
Stefan Brück (CEO)
Martin Leusmann
Stefan Wehner

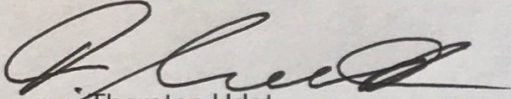
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Mr Schmid was a valued employee, both professionally and personally, with a friendly and helpful attitude that enabled him to integrate well into the Group. His attitude towards his superiors and colleagues was exemplary at all times. His management was always impeccable.

Regrettably, Mr Schmid decided to leave our employment with effect from 31 August 2018. We would like to thank him for his consistently excellent work and wish him all the very best for the future.

Fürth, 31 August 2018

UVEX SAFETY GROUP GmbH & Co. KG


p.p. Thorsten Udet
Director Marketing & Communication

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