



Employment Reference

Mr. Kerem Akkaya was employed at our company from November 20, 2023, to August 31, 2025. He joined our company as a Working Student on November 20, 2023.

Stryber is a professional services company that helps established businesses identify, validate, and execute new growth opportunities.

The company was founded by Jan Sedlacek and Alexander Mahr in 2016 on the belief that combining the relative strengths of start-ups and large corporations isn't just possible—it's essential for driving real, transformative business growth.

Our team consists of 40+ exceptional growth architects from 30+ countries, collaborating from Dubai, Abu Dhabi, London, Zurich, Munich, Kyiv, and Valencia.

Mr. Akkaya's responsibilities in driving the AI implementation within the Stryber area included sitting down with current employees to understand the workflows, designing the AI applications for existing workflows, prototyping the AI application, iterating on it, and implementing a final version. This resulted in implementing 10 AI-assisted workflows delivering enormous time savings and quality improvements.

Although Mr. Akkaya was still a Working Student, he demonstrated exceptional aptitude for the PM role. He could delve into details, implement his ideas directly in code, and maintain a holistic overview. This allowed him to deliver real results quickly. At the same time, he had a strong ability to keep stakeholders informed, making them confident that things were under control and were progressing.

Mr. Akkaya contributed to Business Development, applying his insights and AI tools directly.

In addition, Mr. Akkaya had excellent specialist knowledge, which he always made use of in a highly effective and successful manner, even when faced with complex tasks. He was always able to keep his excellent level of knowledge up to date by acting on his own initiative.

Thanks to his extremely quick ability to grasp new ideas, Mr. Akkaya easily familiarized himself with new areas of responsibility and fully understood complex issues. We would especially like to emphasize his extraordinary ability to quickly find professional solutions.

Mr. Akkaya was an extremely dedicated employee who stood out thanks to his exceptional level of motivation. Even under extremely high workloads, he consistently demonstrated resilience, acting in a calm, considerate, and goal-oriented manner.

Mr. Akkaya always completed his work assignments quickly, carefully, and with utmost precision. We would like to emphasize his unconditional reliability and his sense of duty.

The results of his work were of exceptionally high quality in every respect. We were always extremely satisfied with Mr. Akkaya's performance.



His supervisors valued Mr. Akkaya because of his high level of professional competence, his assertiveness, and his leadership skills, as well as the support of his colleagues and our customers, all of which contributed to his excellent cooperative conduct. His conduct towards supervisors, colleagues, and customers was always exemplary.

Mr. Akkaya is leaving our company at his request.

We are losing an outstanding employee and deeply regret his departure. We would like to thank Mr. Akkaya for his valuable contribution and wish him all the best in his professional and private life.

Munich, 8/20/2025

A handwritten signature in black ink, appearing to read "Matthieu van Haperen".

Matthieu van Haperen
Chief of Venture Operations
Stryber GmbH