



## Letter of Reference

Mr Hoang-Duc Nguyen, born on 6th September 1994, was employed in our company from 1st March 2020 to 31st August 2022 in the Payment Team department as a iOS Engineer.

MOIA GmbH develops the technical products underlying MOIA. Our team of more than 250 employees develops an on-demand ridesharing service in the form of an end-to-end integrated product, from hub, fleet, and driver management to passenger and B2B solutions. At our offices in Berlin and Hamburg, our international team including developers, software engineers, designers, and strategists, works on a shared mission.

As a member of the Payment Team Mr Hoang contributed to features from the first outline to the final release and maintained them over time while collaborating closely with Product Owners, UX Designers, QA and Android Developers.

On iOS Chapter level Mr Hoang took the opportunity to think ahead on how to advance our Passenger App as a whole and took part in multiple Working Groups with the goal to integrate new Technologies into our iOS codebase.

As a Hiring-Manager for the Payment Team Mr Hoang created Job Postings, reviewed applications, and interviewed Applicants. He onboarded new iOS developers in the Payment Team.

Technologies worked with:

- 100% Swift codebase
- VIP-based architecture supported by a Combine-based data flow
- Tooling based upon Cocoapods, SwiftGen, SwiftFormat, SwiftLint, Sourcery and Protobuf.
- Business logic tested with Unit Tests (XCTestCase)
- UI tested with Snapshot Tests (SnapshotTesting) to ensure great looking UI layer on a variety of device sizes and accessibility settings.

Mr Nguyen possesses comprehensive, wide-ranging specialist knowledge, which he was always able to apply confidently and skilfully in practice. He impressed with his exceptional technical understanding, which enabled him to find good solutions for difficult scenarios at all times.

Accessibility features have been just as important to him as visual perfection.

He always strived for maintainability as much as he strived for state-of-the-art coding techniques.

He continuously and very successfully expanded and updated his extensive specialist knowledge to the benefit of our company by regularly attending events to further his education.

Due to his precise analytical ability, he was always able to understand complex situations immediately and to find good solutions straight away.



Mr Nguyen always worked using his own initiative and completely identified with his responsibilities and our company at all times. He always displayed an impressive level of dedication and motivation. He always demonstrated resilience even in highly stressful situations.

He completed his tasks completely independently, extremely carefully and according to a well thought-out plan. He worked calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impressed us both in terms of quality and quantity. Mr Nguyen was extremely reliable.

He was always able to find excellent solutions for any problems which arose. He was part of the SwiftUI Working Group which defined the integration of SwiftUI into our Codebase and therefor had a major impact on how SwiftUI is used today at MOIA

The performance of Mr Nguyen always earned our complete recognition in every respect.

He was respected by everyone for his consistently friendly and well-balanced demeanour. He was always helpful, courteous, and where necessary, he put the interests of others before his own. His personal conduct towards his line managers, colleagues and clients was always exemplary and loyal.

Mr Nguyen is leaving our company at his request on 31st August 2022.

We regret his departure, as we will be losing a good employee. We would like to thank him for his consistently good performance and wish him all the best and every success in his future professional career and private life.

Hamburg, 31st August 2022

MOIA GmbH  
Alexanderufer 5  
10117 Berlin

A handwritten signature in black ink, appearing to read 'Sascha'.

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Sascha Meyer  
CEO MOIA GmbH

A handwritten signature in black ink, appearing to read 'Frank Heuer'.

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i. A. Frank Heuer  
People & Relations MOIA GmbH