

Zurich, 31 May 2023

## Reference

**Mr. Fabien Molinet**, born on 14 June 1985,

joined UBS Business Solutions AG with the rank of Associate Director on 1 June 2018.

Fabien was employed within the Chief Digital and Information Office Technology area in Basel, Opfikon and Zurich from 1 June 2018 to 30 November 2022. He was responsible for fulfilling the following roles and subsequent, associated tasks:

Azure DevOps Engineer (1 June 2018 to 14 October 2020):

- Working on a UBS Partner project and assuming technical ownership of the portfolio remediation software, a central piece of the platform
- Reengineering the program into a granular, testable and future-proof solution for wholesalers with different use cases
- Proposing innovative ideas to configure wholesaler rules and transaction rationales in a ubiquitous language
- Training the DevOps team on best practices and automating multiple processes using infrastructure as code and pipelines

IT Application Architect (15 October 2020 to 30 November 2022):

- Functional leadership of the Robotics Process Automation Software Development team comprising four staff covering a platform running thousands of scripts, handling the seamless migration from an on-premise to Cloud-native Azure solution, and providing new key features to stakeholders
- Coaching employees, ensuring adherence to quality standards by introducing design patterns, decoupling code, unit and snapshot tests, and automating delivery through continuous integration and deployment (CI/CD), relevant programs, and static analysis tools/code scans
- Introducing Agile methodology and facilitating fast deliveries, often to test environments, in order for business units to provide quick feedback and create needs-based functions
- Writing features and user stories for team members, and organizing the backlog for future Sprints

As the result of a role change, Fabien transferred to the UBS Asset Management Switzerland AG company structure and was deployed as a Product Specialist within the Technical & Legacy area in Basel from 1 December 2022 to 31 May 2023. He was accountable for the ensuing duties:

- Acting as a subject matter expert in and defining APIs with OpenAPI 3 to expose UBS Partner functionalities to live usages, and for contracts with internal engineers and wholesalers' IT departments, enabling the latter's direct interactions and enhanced end user experience
- Working on a solution to leverage existing data by deriving orders from portfolios and analyzing trends with potential application in promoting future trades
- Composing documentation, creating Epics, features and user stories for developers, quality assurance and DevOps engineers

We came to know Fabien as a committed, responsible and reliable employee. He prioritized effectively, had notable conceptual and analytical abilities and sound judgment. His method of working was systematic, efficiently structured and thorough, and he employed his outstanding specialist know-how, particularly regarding design principles, APIs, front-, back-end and container-related technologies, Azure, CI/CD and static analysis tools, in a continually targeted and profitable fashion. Fabien was an exceedingly valued individual who always performed well.

Fabien had good interpersonal skills, was self-assured, amiable and willing to help. Moreover, his friendly and obliging manner was appreciated by clients, superiors and colleagues alike.

To our regret, Fabien is leaving our employment today at his own request. We would like to thank him for his valuable contribution and wish him much success and all the best for the future.

UBS Asset Management Switzerland AG



Cybele Dos Santos Medina, Ph.D.  
Executive Director



Sarah Frutiger  
Director



GE Healthcare

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Fabien Molinet

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Freiburg, May 17, 2018

**Subject: Reference letter for Fabien Molinet**

To whom it may concern

This letter is in addition of the formal reference letter written for Fabien Molinet, who decide to leave GE Healthcare in May 2018. Therefore, for the details of the activities and the evaluation of his work, please review this formal reference letter.

Fabien joined the CVIT (Cardio Vascular Information Technology) Software Engineering team in 79111 Freiburg Germany on July 1<sup>st</sup>, 2016 as Senior Software Engineer.

During his time Fabien was one of the key developer who worked on a new Cardiology Physician Reporting Product concept, which was introduced in January 2018 into the US market. Within this Product Fabien worked on multiple new key concepts like search, Exam loading/auto-save, Quick Reports and many others.

Fabien is an excellent Software Engineer, who has a broad and deep knowledge about many state of the art software development techniques and tools. He constantly keeps keen to learn and work on new technologies. His professionalism and his outcome is exceptional and it was always fun and exciting to work with him.

He was a well-accepted member of the team and through his curiosity also helped the team to stay on track and keep energized also through tough times.

We certainly regret that Fabien has decided to leave our team, but we wish him all the best for his future path and career.

With Best Regards,

Herbert Schelb  
Sr. Director Engineering

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Obernai, 26<sup>th</sup> November 2017

**TO WHOM IT MAY CONCERN**

Dear Sir or Madam

**Subject : Reference for M. Fabien Molinet**

We employed M. Fabien Molinet as a Team Leader Mobile Application between 2013 and 2016.

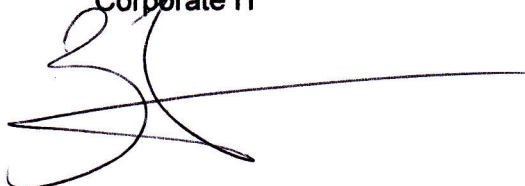
During this period, M. Molinet was primarily responsible for setting-up a mobile ecosystem platform based on .NET/Xamarin and to deploy installer and end-user international mobile application for several brands of the Hager Group. In order to successfully achieve this objective and complete this ambitious project, M. Molinet demonstrated great skills, efficiency and effectiveness, especially on the development of the company mobile first approach and agile development processes. In order to successfully deliver this system, M Molinet was required to work to a strict project deadline within a high pressure environment, which proved to be well within his capability.

I would highly recommend M. Fabien Molinet as a potential employee and I am sure he will be an asset to your organisation and become an invaluable member of the team.

Should you require any further information, please feel free to contact me.

With Best Regards,

Thomas Burklé  
IT Director  
Corporate IT





To whom it may concern

**Fabien Molinet**

Fabien worked for Northern Arch from 21 June 2010 to 14 April 2011, while visiting New Zealand on a working holiday visa.

Northern Arch is a developer of software for the finance sector.

Fabien's role in the company was Software Engineer.

In my role as Software Development Manager, I was Fabien's supervisor for the duration of his employment at Northern Arch.

Fabien worked on a variety of projects, including new features, fault-fixing, performance-tuning, and infrastructure tools.

Fabien was a popular member of the team. His excellent sense of humour and his good nature helped him to fit in with all members of our team. His lively presence will be missed by all.

Fabien is an extremely competent developer. His output was of high quality and quantity. His technical knowledge was more than adequate for any task he was assigned. In my opinion he has a rare talent for programming that seems to be innate.

Fabien has an outstanding work ethic. He always stays focussed on his task and has put in many extra hours to help his teammates and the company. He has also sought out extra tasks to work on in his own time, to satisfy his personal creative force; the company has benefitted immensely from these projects.

I have no hesitation in recommending Fabien for software development roles. I will be pleased to discuss his performance in more detail. I would be delighted to re-employ him if the opportunity arises.

Simon Meehan

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Registered in England and Wales

Strasbourg, March 8th 2010

## Letter of Recommendation for *Fabien MOLINET*

To whom it may concern,

FABIEN MOLINET has been employed by T&S IT since August, 2008. He has worked at the Application Development & Solutions (ADS) department as a .NET Engineer and his duties have included:

- R&D on the Microsoft environment
- Technical Customer Relationship
- Design and development
- being and keeping Microsoft Certifications

FABIEN MOLINET has always been on time for his scheduled shifts and been eager to work as much as we require him to. He has wonderful disposition and is well liked by fellow staff and supervisors.

FABIEN MOLINET is mature, honest and works well with others and also on his own. He is a responsible and a motivated person who is devoted to accomplishing the tasks he has set forth for himself. FABIEN MOLINET has demonstrated his commitment to T&S more than any other staff this last two years.

His overall knowledge of Microsoft .NET environment is excellent.

I would not hesitate in recommending FABIEN MOLINET for any other role that requires high level development skills.

If you have any question, please do not hesitate to contact us.

Matthieu WENTZINGER  
ADS department manager



Jérôme MARTINELLE  
CEO



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**Letter of Recommendation for Mr. Fabien Molinet.**

Dear Madam, Dear Sir,

Mr. Fabien Molinet asked me to write this recommendation letter, thing that I do willingly.

Mr. Fabien Molinet went working in our company as an IT Analyst consultant in multiple missions that occurred from end August 2008 till end June 2009. During these missions, Fabien was mainly in charge to re-factor more than 10 custom made software in order to leverage them to a higher technology level and remediate legacy issues.

Hard worker, with good interpersonal skills Fabien provided bright solutions with enthusiasm and passion.

Unfortunately due to budget limits I was not able to pursue my collaboration with him. He is a serious person, highly self-motivated who likes to invest time to learn new things and finally he is a good team player.

If you would like additional information about Fabien, please do not hesitate to contact me. I will be happy to give them.

Sincerely,

Frédéric ETTER

A handwritten signature in black ink, appearing to be 'F. Etter', with a large, stylized loop at the beginning and a horizontal line extending to the right.

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**Letter of Recommendation for Fabien Molinet.**

Strasbourg, February 19, 2010

To whom it may concern :

It is a pleasure for me to recommend Fabien Molinet. Fabien worked for the Council of Europe from August 2007 to August 2008 as an IT consultant member of the application management team responsible for the support, maintenance and evolution of quarantine applications.

Fabien was involved in the team and we were able to take advantage of its technical expertise and its excellent understanding of client oriented service.

We were very happy with his behaviour and with his skills and We would have loved to see him stay, but certainly understand his need to advance in his career.

I have no hesitation in recommending Fabien Molinet which, I feel confident, will be an asset to your business.

Please feel free to contact me in case you need further information about Fabien.

Sincerely

Cyril ADAM





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**Sébastien FABER**  
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Strasbourg, February 3, 2010

**Subject:** Recommendation

Dear Sir or Madam,

Mr Fabien MOLINET was hired in our company as an analyst programmer from September 2005 to August 2007.

On this occasion, he has shown great skill and efficiency in his work both during the apprentice period (until August 2006) and later, once his job has been confirmed. His work during these two years consisted to imagine and develop a new architecture for migrating a part of our application on the Internet. He made a really good work of research and development and gave us a reliable work and a solution that we are still using today. His curiosity and his willingness to always find the best solution has been a precious help for us on this project.

I was personally the master learning of Fabien and his direct line manager. I can say without any doubts that he has always been a reliable and responsible person, in both his work and his relationships with his colleagues.

Therefore I strongly recommend the services of Fabien. I am convinced that it can be a valuable asset in your business.

I remain at your disposal for further information.

Best regards

M. FABER Sébastien  
Project Manager

A handwritten signature in black ink, consisting of a large, stylized 'S' followed by a horizontal line that extends to the right.

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