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Interim Reference

Mr. Yuanxun Gu joined our company on January 1, 2016. This interim reference covers the time from July 1, 2018 through September 30, 2021 as a Senior Developer in the Product Engineering - Customer Experience Engineering & Development - Foundation Services department.

His main tasks are:

- Acting as a Lead Developer in SAP Commerce Cloud internal Content Delivery Network Automation Service Development
- Acting as an Assistant Developer and identifying service in SAP C/4HANA Foundation Service Development
- Acting as a Developer in SAP Graph development and contributing to pilot release
- Acting as a spike Developer in Ikigai Research Project
- Acting as a Lead Developer in Digital Assets Management service in SAP Upscale Commerce

Mr. Gu also takes on acting as an Assistant Developer and Architect in Diafanis Innovation Project as a special task.

Mr. Gu is a particularly committed and extremely flexible employee. His very high degree of initiative always enables him to identify new tasks independently and at an early stage and to produce excellent solutions at all times. Even in intensely busy phases, he always remains calm and in control of the situation. He possesses comprehensive analytical and conceptual skills and a strong organizational awareness. He is also a quick learner and is always extremely willing to acquire new skills and knowledge. Thanks to his excellent specialist knowledge, SAP product expertise, and his very strong understanding of the business context, he is always able to solve even the most difficult tasks with skill and competence. He works especially independently, very reliably, and with the utmost degree of customer focus at all times. Mr. Gu is always highly goal-oriented, displays excellent quality awareness, and works in a very efficient manner. He is always able to complete complex tasks and projects with a particularly high degree of success.

He always applies his excellent communication skills very successfully, particularly in various presentations and meetings. He is a proactive worker who shows an outstanding ability to persuade both customers and team members, to impart knowledge extremely effectively, and to promote collaboration actively. At the same time, he demonstrates outstanding negotiation skills in a variety of situations.

Mr. Gu always performs his work to our utmost satisfaction.

His high level of competence and his sense of team spirit have earned him great popularity and respect among customers, superiors, and colleagues alike. He is always very friendly and helpful, and his conduct is exemplary at all times.

This interim reference was compiled at Mr. Gu's request. We would like to thank Mr. Gu for his invariably very valuable and constructive contribution and wish him continued success in his career at SAP.

Munich, September 30, 2021

Hybris GmbH

i.V.


Valeska Wölz
Local HR Services Manager GER

i./A.


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