

September 2020

Recommendation Letter for Sebastian Schueler

To Whom It May Concern,

Sebastian Schüler, born on 01/08/1979, in Germany, provides consulting services through a contractual agreement with Sonova. For many years Sebastian worked for our company as **International Business Development Consultant**.

Sonova AG, headquartered in Stäfa, Switzerland, is a leading provider of innovative hearing care solutions. The Sonova Group is present in over 90 countries, has a workforce of over 15,000 dedicated employees and generated sales of CHF 2.92 billion in the financial year 2019/20.

The consultancy of Sebastian Schueler has proven to be very insightful to several of our group companies around the world. Since the beginning of his commitment for Sonova, Sebastian has traveled to various countries and supported them locally on expansion consulting, geographic information systems (GIS), growth activities and assessment of the potential for shop locations. Among others, he visited the following countries:

11/2017-12/2017: Hansaton Austria – Salzburg, Austria

03/2018-05/2018: Connect Hearing USA – Naperville, Illinois, USA

05/2018-07/2018: Phonak Spain – Alicante, Spain

08/2018-10/2018: Connect Hearing Canada – Victoria, BC, Canada

12/2018-02/2019: Audition Santé France – Cahors, France

03/2019-04/2019: Schoonenberg Netherlands – Rotterdam, Netherlands

Furthermore, in 2019/20 he prepared valuable potential- and location analysis for local management teams in Belgium, Italy and Australia as well as giving advice on qualitative and quantitative development of the respective store networks in the various countries.

Sebastian has become a trusted resource and partner from the moment he provided his consulting services to us in 2017. His enthusiasm for geotargeting-based analysis and his dedication to providing, identifying and pursuing growth opportunities as well as establishing sustainable expansion strategies in different countries around the world made the decision easy to engage him on a continuous basis.

I am confident that Sebastian's other clients would speak just as highly of him as I do. This interim letter of recommendation has been provided at the request of Sebastian. If you require any more information, please feel free to contact me.

Sonova AG



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