



Reference Letter

Mr. Arsen Tabaku has been employed at ada Learning GmbH since March 1, 2024. He currently holds the position of Fullstack Engineer.

Our core product is the ada Fellowship, a professional development network that brings together employees in management positions from diverse organizations to enable exchange and collective learning on future-oriented topics. The Fellowship imparts knowledge and methodology on technological transformation, cultural change, sustainability, personal development, and leadership. Participants have the opportunity to engage deeply with relevant topics and strengthen their networks through this intersectoral community. The ada Fellowship combines interactive, multimedia learning modules via an online platform with high-caliber, practice-focused events and cross-organizational project work on real-world transformation challenges. Since 2019, more than 2,000 Fellows from over 70 leading European organizations have successfully completed the program. While ada Learning GmbH was initially part of the Handelsblatt Media Group, since 2020 it has operated independently under its founders, Prof. Dr. Miriam Meckel and Dr. Léa Steinacker.

During his time at ada, Mr. Tabaku has significantly contributed to the evolution of our technological infrastructure. His primary focus lies in Frontend Engineering, which he has shaped both technically and conceptually. With deep knowledge of modern web technologies, strong business acumen, and high implementation capability, he translates complex requirements into scalable, high-performance, and user-friendly solutions.

His key responsibilities include:

Senior Frontend Engineer

- Developed and maintained reusable, high-performance UI components using Angular and Tailwind CSS



- Leveraged GraphQL and RxJS to enable efficient, reactive data flows across the application
- Collaborated closely with design, product, and backend teams to ensure consistent and intuitive user experiences
- Drove architectural improvements to enhance code quality, scalability, and maintainability
- Promoted clean code principles and significantly improved test coverage through unit and end-to-end testing
- Advocated for design-driven development aligned with UX/UI best practices

Frontend Lead

- Spearheaded the architectural overhaul of the frontend, emphasizing scalability, maintainability, and performance
- Led code reviews and established a culture of continuous learning via internal knowledge-sharing formats
- Defined and standardized frontend best practices around modular architecture, state management, and testing methodologies
- Acted as a central interface between frontend and other teams, ensuring technical and strategic alignment
- Represented frontend excellence in company-wide technical discussions, contributing scalable and thoughtful solutions

From day one, Mr. Tabaku impressed with his deep technical expertise, analytical strength, and structured, solution-oriented approach. He demonstrates exceptional



commitment and upholds a strong quality standard across all technical and product-related domains. Even under pressure, he remains efficient, focused, and reliable.

Of particular note is his role in the architectural realignment of our frontend infrastructure, which he helped shape both technically and culturally. His high standards, leadership mindset, and dedication to excellence continue to influence the development of our platform.

Mr. Tabaku works with great independence, precision, and a strong results orientation. His work consistently meets the highest professional standards. He is also highly regarded for his respectful, constructive, and reliable communication. As a team member, he is deeply valued, and his contributions are consistently seen as insightful and impactful.

This reference letter was issued at Mr. Tabaku's request.

We sincerely thank Mr. Tabaku for the excellent collaboration to date and his outstanding commitment. We wish him continued success and all the best in his personal and professional future.

Düsseldorf, 30.06.2025

ada Learning GmbH

Alexander Lorbeer

Dr. Alexander Lorbeer
Geschäftsführer & CEO

CERTIFICATE *of* SIGNATURE

REF. NUMBER
R6GVQ-KGQK2-YTW8R-WNBKN

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