

****TIB MOLBIOL Syntheselabor GmbH****

Eresburgstraße 22-23

D-12103 Berlin

****EMPLOYMENT REFERENCE LETTER****

Mr. Alexander am Ende, born on July 8, 1971, in Falls Church/USA, was employed as a Technical Staff Member in the Research and Development department at TIB MOLBIOL Syntheselabor GmbH in Berlin from June 1, 2013, to December 31, 2020.

TIB MOLBIOL is an internationally operating company focused on the development, production, and distribution of custom primers, DNA probes, and PCR-based detection kits. Our products are widely used in medical diagnostics and life sciences. We are certified according to ISO 9001 and ISO 13485 (medical devices).

****Key Responsibilities of Mr. am Ende:****

- Development, optimization, and validation of real-time PCR tests, including:
 - Genotyping assays in Simple-Probe and HybProbe formats
 - Multiplex-capable TaqMan assays for pathogen detection
- Independent execution of development projects and studies
- Participation in the development of CE-IVD diagnostic kits
- Conducting proficiency testing for quality control of IVD products
- Manual and automated DNA and RNA extraction
- Collaboration in production: manufacturing, release, and documentation of PCR tests

- Presentation of results in cross-departmental meetings
- Handling customer inquiries and complaints
- Implementation of safety measures and laboratory organization

****Performance Evaluation:****

Mr. am Ende impressed with his profound molecular biology expertise, which he consistently applied effectively and purposefully in practice. He quickly familiarized himself with new tasks, efficiently analyzed complex relationships, and always made well-considered decisions, even in challenging situations.

His work was consistently characterized by initiative, diligence, and a strong sense of responsibility. He identified closely with his tasks and contributed actively to the company. His performance fully met our highest expectations.

****Social Conduct:****

Mr. am Ende was a highly valued colleague—helpful, team-oriented, and cooperative. His behavior toward superiors, colleagues, and external partners was always exemplary.

****Departure:****

Mr. am Ende is leaving our company of his own accord to pursue new professional opportunities. We deeply regret his departure.

We thank him for the consistently excellent collaboration and wish him all the best and continued success in his professional and personal future.

Berlin, December 17, 2020

Olfert Landt

Head of Research & Development / Management