



ZF CV Systems Global GmbH · Giacomettistrasse 1 · 3006 Bern · Switzerland

June 2026

## Work Certificate Manuel Hitz

To Whom It May Concern,

ZF is a global technology company supplying advanced mobility products and systems for passenger cars, commercial vehicles and industrial technology. Its comprehensive product range is primarily aimed at vehicle manufacturers, mobility providers and start-up companies in the fields of transportation and mobility. ZF electrifies a wide range of vehicle types. With its products, the company contributes to reducing emissions, protecting the climate as well as enhancing safe mobility. ZF CV Systems Global is the Co-Headquarter of the Division Commercial Vehicle Solutions.

**Mr. Manuel Hitz**, born on 16<sup>th</sup> of May 1980 in Switzerland, worked for our company since 1<sup>st</sup> of July 2024 and until 30<sup>th</sup> of April 2026, in the position of **Senior Frontend Engineer**, with a workload of 100% and 80% as of the 2<sup>nd</sup> year.

Mr. Hitz's main tasks and responsibilities involved:

- Participating in the full software engineering lifecycle, from design and development through to deployment, operations, and maintenance of front-end applications.
- Contributing to the technical and product architecture of the team's components, proposing improvements to project structure, tooling, and best practices.
- Testing developed software and correcting defects to ensure compliance with quality standards.
- Composing and maintaining technical documentation, with a particular focus on improving its coverage and consistency across the team's projects.
- Following and contributing to the team's and organization's best practices and guidelines.

Mr. Hitz was also involved in cross-team and senior-level initiatives, including:

- Actively contributing to the creation of team guidelines and practices, notably around documentation standards and front-end project structure.
- Understanding and contributing to initiatives across teams up to the solution level.
- Providing support and assistance to other engineering and non-engineering teams with respect to the team's product.



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- Contributing to the company's design system implementation, providing early feedback and leading the creation of some of the first components

His main achievements were:

- Delivering key front-end features for the People Mobility solution line, including service configuration, shift planning, pricing configuration, and live operations monitoring.
- Contributing to the front-end development of Trip Planning, the team's first feature for the Cargo business line, helping deliver a working MVP within six months.
- Significantly improving the team's technical documentation and front-end project structure, raising the overall maintainability and clarity of the codebase.

Mr. Hitz demonstrated very good adaptation capacities and showed a positive and constructive attitude to his colleagues and the executive management team. He was a highly motivated, strongly committed, very reliable, and pleasant person who carried out his tasks and duties with complete independence and professionalism, to the company's full satisfaction. He was proactive and keen on bringing constant improvements and added value through his work.

Please do not hesitate to contact me for any further references or questions you may have.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'D Geretti'.

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A handwritten signature in blue ink, appearing to read 'Jelena Alonso'.

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