



## Letter of Recommendation

To Whom It May Concern,

I am pleased to provide this letter of recommendation for **Hubert Mroczek**, who has been continuously working for Accell from 1 July 2025 to 30 September 2026, in the role of Workday Specialist.

In his role, Hubert was responsible for managing, maintaining, and optimizing Accell's global Workday platform. He was responsible for system configuration, security, upgrades, troubleshooting, and the implementation of system enhancements and integrations. He worked closely with HR, IT, Workday, implementation partners, and other stakeholders to ensure system stability and alignment with business requirements. In addition, Hubert maintained data integrity and user access controls, coordinated system testing and UAT, and provided training and support to users. He continuously monitored Workday developments and identified opportunities to improve system functionality, efficiency, and the overall user experience.

Hubert consistently demonstrated a strong work ethic, enthusiasm, and a high level of commitment to his responsibilities. He was eager to learn and take on new challenges, combining strong technical expertise with a practical and solution-oriented approach. His flexibility and ability to adapt to changing priorities made him a reliable colleague, even in demanding situations. He worked well both independently and as part of a team and was always willing to share his knowledge and support others. His positive attitude and willingness to go the extra mile made him a highly valued member of the team.

Following the bankruptcy of Accell Nederland B.V., Hubert's employment is ending due to circumstances unrelated to his individual performance or contribution.

I valued the opportunity to work with Hubert and am pleased to recommend him for future professional opportunities. I am confident that Hubert will bring the same strengths, professionalism and commitment to future roles.

Sincerely,

A handwritten signature in black ink, appearing to read "Heli Toivonen".

Heli Toivonen

Director HR Center of Excellence

31-08-2026