

SEMPIONE FASHION

Pfäffikon, 11th June 2018

To whom it may concern

Marc Wanderer was mandated as interim Division Head ICT from January 2018 - May 2018. Sempione Retail AG is the owner of Sempione Fashion AG (SF). OVS Spa. has a stake of around one third in Sempione Retail, and is the franchisor of SF. Like for any other OVS franchisee, also SF was asked to progressively adopt the business processes and the corresponding ICT system standards imposed by OVS.

Marc was brought in to lead this integration phase, with the aim to completely align the business processes of SF to OVS, so as to significantly reduce –by means of replacements and synergies- the overall cost footprint of ICT in SF.

In his role, Marc – in coordination with OVS ICT and with SF CEO/ CFO , Jürg Bieri - was requested to:

- Provide strategic leadership, people management and operational responsibility for the ICT department
- Overall responsibility for all ICT programs, budget and related processes
- Right size the team in accordance to the new cost footprint by making redundant two third of the staff (conducting dismissal talks, etc)
- Oversee the impact of all of the above-mentioned steps onto the SF ICT staff, taking care of their contribution to the success of the projects (commitment, respect of deadlines, work quality) and of their collaboration with the OVS ICT staff and the third parties that OVS involved into the project
- Negotiate the transformation or the closing of SF current license and maintenance contracts, according to what was progressively decommissioned at SF during the year 2018, with the aim of reducing their cost as much as possible and as soon as possible
- Handover to a permanent replacement and ensure a smooth transition

As the interim leader of the ICT division, Marc successfully led his team through the various changes and initiatives. He was able to motivate his staff to achieve the set targets despite the ongoing uncertainty about their future. Through a lot of empathy, Marc quickly gained their trust, positively contributed to a fair dismissal process and managed conflicts constructively.

As a member of the leadership team, Marc was very participative in the team meetings and contributed to business decisions along with providing ICT insights.

We are highly appreciative of his leadership ability, his profound ICT knowledge and ability to work in a team, even in very difficult restructuring situations.

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We wish him the very best for his future and highly recommend him for any endeavor he choose to pursue.

Sempione Fashion AG



Jürg Bieri
CEO/CFO



Martin Zois
Director Legal & HR