



SAP SE
Dietmar-Hopp-Allee 16
69190 Walldorf
Deutschland
T +49 6227 7-47474
F +49 6227 7-57575
E info@sap.com

Interim Reference

Mr. Andreas Winkenbach has been working in the Product and Engineering - Business Technology Platform - Process Automation department of our company as a User Experience Design Specialist from April 1, 2025.

His main tasks are:

- Delivering UX design work, demonstrating craft and attention to detail
- Working closely with engineering teams within the Product Operating Model, building UX understanding and maturity by collaborating continuously, guiding, and facilitating awareness workshops
- Leading a strategic research initiative on AI coding tools, contributing valuable insights at an organizational level
- Serving as the team's UX Consistency (UXC) and Accessibility expert, providing regular training sessions to upskill fellow designers

Mr. Winkenbach is a particularly committed and extremely flexible employee. His very high degree of initiative always enables him to identify new tasks independently and at an early stage and to produce excellent solutions at all times. Even in intensely busy phases, he always remains calm and in control of the situation. He possesses comprehensive analytical and conceptual skills and a strong organizational awareness. He is also a quick learner and is always extremely willing to acquire new skills and knowledge. Thanks to his excellent specialist knowledge, SAP product expertise, and his very strong understanding of the business context, he is always able to solve even the most difficult tasks with skill and competence. He works especially independently, very reliably, and with the utmost degree of customer focus at all times. Mr. Winkenbach is always highly goal-oriented, displays excellent quality awareness, and works in a very efficient manner. He is always able to complete complex tasks and projects with a particularly high degree of success.

He always applies his excellent communication skills very successfully, particularly in various presentations and meetings. He is a proactive worker who shows an outstanding ability to persuade both customers and team members, to impart knowledge extremely effectively, and to promote collaboration actively. At the same time, he demonstrates outstanding negotiation skills in a variety of situations.

Mr. Winkenbach always performs his work to our utmost satisfaction.

His high level of competence and his sense of team spirit have earned him great popularity and respect among customers, superiors, and colleagues alike. He is always very friendly and helpful, and his conduct is exemplary at all times.

This interim reference was compiled at Mr. Winkenbach's request. We would like to thank Mr. Winkenbach for his invariably very valuable and constructive contribution and wish him continued success in his career at SAP.

Walldorf, March 31, 2026

SAP SE

i. V.



Dr. Christine Voigtländer

Local HR Services Manager GER

i. A.



Holger Lohr

Local HR Services Specialist GER