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Głuchowo, 11.07.2026

REFERENCE LETTER

I am pleased to provide this letter of recommendation for Mr. Filip Wróbel, who was employed at GLS Poland from January 2023 to May 2026. From August 2024, due to structural changes within the organization, I had the opportunity to directly manage his work as his supervisor.

Filip joined GLS Poland as a UX Designer. In his day-to-day role, he was responsible for the full design lifecycle – from the research phase, through UX/UI design, to close collaboration with Business Owners and the IT department. He actively co-created the company's core products, playing a key role in the development of the myGLS mobile application, the deployment of parcel lockers and the PUDO points map, the website, the e-shop, as well as the innovative GLS Live Tracking project for real-time parcel tracking. Across all these areas, he operated at the intersection of business needs, user perspective, and technological constraints, successfully translating one into the language of the other.

A major milestone in our cooperation with Filip was his seamless transition towards AI-based solutions. In November 2025, we decided to continue this partnership in a new format – GLS Poland engaged inn.way studio, which Filip co-founded, as an external partner for the delivery of the AI Sales Hub project. Within this project – a web-based AI application dedicated to our sales department – Filip served not only as a UX/UI designer but was also fully responsible for the technical execution of the application, across both frontend and backend. Working closely with the Project Manager and key business stakeholders, he drove the project to success; the application was officially presented at the GLS Poland sales conference in April 2026. The cooperation with inn.way studio on this project demonstrated that Filip's team successfully combines design and technological competencies in delivering complex, innovative implementations.

Filip completes his cooperation with GLS Poland in an atmosphere of utmost appreciation, having achieved 100% of the strategic and business objectives set before him.

Filip is an independent, versatile specialist focused on the actual implementation – not just the design – of modern technological solutions within corporate structures. His commitment, strong communication skills, and ability to bridge business thinking with technical execution bring tangible value to any team or organization he works with.

I recommend both Filip as an expert and project leader with the utmost confidence.

Tomek Zwiercan
Managing Director GLS Poland Sp. z o.o.

Copy. The original letter was signed electronically by Tomasz Zwiercan on 11 July 2026. The signed original is available on request.