



Employment Certificate

Ms. Annemarieke Kostense, born on December 29th 1982 in Rotterdam, The Netherlands, was employed as the Managing Director of Digital Jungle Ltd. in Beijing, China from March 7th 2015 until November 30th 2016.

Digital Jungle Ltd. is a full-service digital marketing agency specialized in servicing international brands for their marketing needs towards their Chinese target audience. Digital Jungle Ltd. forms part of the Digital Jungle Group. Ms. Kostense has been responsible for the full operation of Digital Jungle Ltd. in China, which serves as the headquarters of the group.

In her role as the Managing Director, Ms. Kostense key work tasks included:

The Marketing & Sales of the agency's services to prospect clients.

During her employment she brought more than 25 new projects to the company.

The Financial Management of the company

Significant cost reductions and growth in profitability were achieved under her management.

The Management of a team of 25 professionals from 8 different nationalities

The team structure has been optimized and the retention rate of the team members has increased during the period of employment of Ms. Kostense.

Developing Strategic partnerships for the agency

A cooperation agreement with Tenpay, a subsidiary of Tencent (the largest internet company in China and owner of WeChat) has been signed for the reselling of the Tenpay service outside of China. Furthermore, cooperation with European marketing agencies has been established to jointly serve their clients for the Chinese market.

The Representation and PR activities for the agency

Ms. Kostense held various seminars, speeches and wrote a publication in the magazine of the Industrie- & Handelskammer of Stuttgart, Germany to promote the agency towards target clients and partners.

The re-structuring of the various execution teams in the Digital Jungle China office

The new structure, established by Ms. Kostense, enables the China entity to execute and support projects for the Australia, New Zealand and United Kingdom offices of the group. Through that more than 15 projects are currently being executed successfully and to great satisfaction of the clients.

Ms. Kostense has performed her work tasks with great care, magnificent passion and high precision. From the first day of her employment to the last, she has been pro-active and committed to bring growth and added value to the agency. She has been a highly reliable and very valuable member of the Management Team of the group, showing true leadership in driving the China operation.



Ms. Kostense has furthermore proven her ability to work under high pressure and resolve complexities with the various stakeholders of the agency. Her dedication to succeed and her highly self-energized drive to improve the status quo have brought significant positive change in the agency, both on a qualitative and a commercial level.

Ms. Kostense's professionalism and ability to familiarize herself with new tasks in no time, combined with her refined social skills and overall positive and cheerful nature, make her a great colleague to work with.

We wish Ms. Kostense all the best for her future and we give her the highest possible recommendation to any future employer.

Beijing, November 30th, 2016

Dr. Mathew McDougall
(CEO of Digital Jungle)