

RECOMMENDATION

Mr. Daniel VESEL, born on 04.10.1985, residing in 1100 Wien, Fontanastraße 3/7/10 was employed in the period from 01.11.2023 to 30.04.2025 as a Senior Business Analyst in the Product Management department of our company.

The tasks of Mr. VESEL included:

- Gather and analyse requirements from different departments such as Portfolio Management, Compliance, Product Management or Customer Service
- Collaborate with country and sales teams to define and specify requirements
- Ensure quality of analytical input and own analytical methodology
- Lead a small team of business analysts
- Coordinate with the product owner(s) on the backlog and prioritisation of requirements
- Critically evaluate information gathered from various sources and decompose high-level requirements into detailed requirements
- Write business specification documents and manage requirements documentation throughout the software development lifecycle
- Structure and coordinate requirements with the development teams, including technical analysis of all requirements
- Ensure compliance with requirements as a link between the business and technical teams
- Participate in the continuous improvement process for requirements analysis and documentation
- Create and maintain product specification documents for internal and customer release
- Support our developers and testers in requirements management and refinement of stories and specifications
- Close cooperation with COO, Sales, Compliance, Support and Marketing for strategic product development
- Responsibility for product and project management with focus on product development, market launch and optimisation
- Management and implementation of business and product requirements for Austria

Key projects of Mr. VESEL included:

Platform transformation Austria (2024 -2025)

- Creation of a product catalogue and implementation of a gap analysis between legacy and new platform for the countries DE, AT, BE, DK

Evaluation, Prioritisation and implementation of product requirements for the MVPID Austria KYC integration (2024)

- Introduction of an accredited eID service as a pioneer in the iGaming sector
- Project management and coordination with compliance and Austrian authorities for the successful implementation

AML in the Online Gaming Industry (2023-2024)

- Management of a compliance project to implement new regulatory requirements
- Implementation of new software solutions for CDD/EDD measures

- Optimisation of existing systems to reduce sanctions
- Integration of third-party tools for Payment, PEP/sanction checks and KYC processes-
Process development and documentation
- Creation, optimisation and documentation of business processes in collaboration with
internal and external stakeholders
- Support with the introduction of new regulatory requirements and their implementation in
operational practice

In summary it can be noted, that Mr. VESEL was an extremely reliable and loyal employee who has always done his work with the most care and precision to our complete satisfaction. He worked independently in all relevant areas and distinguished by reliability, resilience, team orientation and friendliness towards supervisors and employees. Besides that he was easily adapting to any changes in process and technology that were necessary to carry out his tasks.

We want to thank Mr. VESEL for the good cooperation and wish him all the best for his professional and private future.

Gerasdorf, 30.04.2025



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