

## Interim Letter of Reference

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Mr. **Alain Stefan Janovjak**, born 10 April 1985, joined Syngenta on 1 June 2010 as Marketing and Communication Specialist in our Marketing and Communication department. In this role his main accountabilities have been:

### Marketing support

- Coordinating and handling marketing communication activities such as mailings, advertisements, posters, brochures and POS advertising, in accordance with the general marketing plan
- Participating in the planning and implementation of sponsorings and events
- Evaluating and purchasing promotional items as well as inventory control
- Maintaining the webpage and assisting in the maintenance of platforms such as extranet and CRM systems
- Organizing and planning sales and marketing meetings in conjunction with the Marketing and Sales department
- Liaising with external agencies

During the course of his employment, Mr. Janovjak has taken on additional responsibilities supporting our sales team. These have included:

- Creating reports for the Swiss Lawn and Garden business unit
- Preparing supporting material for key customers
- Assisting in various sales-related projects
- Liaising with the Swiss Lawn and Garden sales team

We are satisfied with the performance of Mr. Janovjak. In particular, we would like to mention his excellent language skills (German, English, French, Slovak). He continually broadens his professional knowledge through the attendance of courses, such as the Event Marketing Course, Marketing and Promotion Workshop 2 and Cobra CRM Training. He coordinates and carries out a wide variety of tasks and remains focused on objectives and results. Mr. Janovjak takes the concerns of the customer very seriously. He recognizes needs, develops appropriate solutions and successfully implements them. Furthermore, he recognizes issues within his area of responsibility and provides an essential contribution to their resolution.

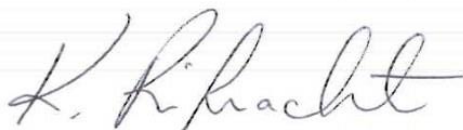
Mr. Janovjak is an engaged member of the team who is committed to his area of responsibility. He fulfills his duties with a sense of responsibility, is able to adapt well to new situations and contributes to the improvement of processes. He supports teamwork and his loyalty, friendliness, politeness and receptiveness are much appreciated by superiors, colleagues and customers alike.

This interim letter of reference is issued at the request of Mr. Janovjak. We would like to thank him for his contribution and wish him all the best for the future.

**Basel, 1 April 2012/po**  
**Syngenta Agro AG**



Marketing Manager



HR Business Partner Research Chemistry, WDI