

## Reference

Mr Ingo Karkat, born on 20<sup>th</sup> April 1976 in Rheda-Wiedenbrück/Germany, joined Hewlett-Packard GmbH on 1<sup>st</sup> October 1996. Due to his employment transfer to Micro Focus Deutschland GmbH according to sec. 613a German Civil Code (BGB), Mr Karkat worked for our company from 1<sup>st</sup> June 2017 till 30<sup>th</sup> September 2021.

Mr Karkat started his career with Hewlett-Packard GmbH as a trainee/student focusing on Information Technology (specializing in Network and Media Technology) within the Dual Study program at the Baden-Württemberg Cooperative State University Stuttgart (DHWB Duale Hochschule Baden-Württemberg). Further details regarding study content and his performance are described in a separate apprenticeship certificate issued in September 1999.

Having successfully completed his bachelor's degree, Mr Karkat was given a permanent employment contract as Software Designer at HP OpenView Application Management Software, in effect from 1<sup>st</sup> October 1999. In this role, he was responsible for porting the Smart Plug-In for SAP R/3 to the new Windows IT management platform, splitting off common ConfigFilePolicyType components, and maintaining both over several years and releases.

In June 2005, Mr Karkat's responsibilities changed, and his main focus as Software Designer at HP OpenView ITSM Software was on designing an Incident Exchange protocol with SAP and implementing a SOAP-based connector first to the HP Service Desk and then to Service Manager.

As part of continuous professional development, Mr Karkat assumed the position of Software Designer within the HP Software BSM organization in July 2009. In this position, he was responsible for the following.

- Implementing a Java web application backend with BlazeDS marshalling, JSP pages, HTML chrome, and Flex rich client.
- Refactoring, extending, and long-term maintaining of a core legacy component for bundling, importing and exporting the core domain data as well as comprising backend, frontend, command-line interface, data format, and internal integration APIs.
- Brownfield development of new features and bug fixes in the context of a complex legacy application, covering all areas of the product and integrations.
- Maintaining and refactoring multi-platform, automated build scripts.
- Identifying issues with the used tool set and internal libraries and channelling those to the distributed teams.
- Amplifying collaboration and knowledge exchange, spreading and aligning best practices among teams, acting as role model for solid software engineering practices, and tutoring junior developers in established norms and processes.

Due to his excellent knowledge and long-standing experience, Mr Karkat was given responsibility as Software Designer within the HPE Operations Bridge organization and subsequently within Micro Focus in February 2016. In this position, his responsibilities were as follows.

- Trimming down a large and complex monolithic legacy multi-process Java application into a lean application container without forking the code and affecting the classic version.
- Docker container image builds, Artifactory repository management, automated development, and test setups via Docker compose.
- Adopting a prototypical procedural Suite configuration application, refactoring that to be robust, object-oriented, and testable along with ongoing feature development.
- Creating tactical fixes and enhancements to a Bootstrap, jQuery, and AngularJS frontend.
- Reworking the Java Spring boot backend on a major scale, adapting it to big architectural changes of the underlying framework and enabling new feature development.
- Providing third-level product support work on a rotational basis for arbitrary components of the Operations Bridge Suite and Operations Manager i product by working with support engineers, escalation managers, and directly with the customer.
- Breaking up monolithic legacy repositories combined with the creation of Jenkins builds and a unifying build library for the extracted components as well as maintaining and refactoring the automated build and testing scripts.
- Setting up cloud environments (Amazon AWS and Microsoft Azure) for deployment and testing our containerised suite.

We would particularly like to mention Mr Karkat's exemplary dedication to his voluntary service as fire and evacuation helper.

Mr Karkat had a very good attitude towards work. He always took the initiative and worked with high motivation and personal involvement. He exceeded business objectives and ensured that his tasks were carried out to a very high standard. In addition, he was able to work very efficiently under high pressure, which ensured that he could handle the extensive workload and meet tight deadlines. His integrity deserves special notice as does his openness to new and creative ideas.

Moreover, Mr Karkat possesses excellent specialist knowledge. He constantly improved his skills and updated his knowledge in order to apply them and make continuous improvements in the work environment. Mr Karkat was consistently able to pass on his know-how very purposefully to his colleagues as well as to our customers. He worked independently as well as carefully and paid attention to detail.

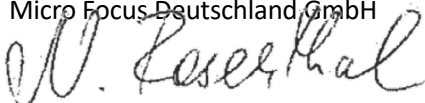
Mr Karkat combined outstanding analytical skills with a hands-on attitude. Moreover, he had a very good understanding of our customers' requirements and responded to them in a very flexible and comprehensive way. His conduct towards the customers and other external business partners was always impeccable and he achieved very high customer satisfaction and acceptance.

Mr Karkat was an outstanding team player who was always able to operate very confidently and communicate very effectively in a complex international and multicultural environment. Furthermore, Mr Karkat demonstrated excellent English language competence and he invariably applied this profitably. Highly respected by management and colleagues alike, he was a valuable member of our company and carried out his duties to our complete and utmost satisfaction.

Mr Karkat left our company at his own request on 30<sup>th</sup> September 2021. We thank him very much for his excellent contribution and deeply regret his departure. At the same time, we would like to wish him every success in his future professional and personal endeavours.

Böblingen, 30<sup>th</sup> September 2021

Micro Focus Deutschland GmbH

A handwritten signature in black ink, appearing to read "N. Rosenthal".

Nina Rosenthal

Human Resources Manager