



## REFERENCE LETTER

Mr Juan Carlos Morales, born on 11/10/1984, was employed by our company from 01/03/2019 until 31/08/2022 in the TB DE Development department. From the beginning until 28/02/2022, he was employed as Software Engineer. Due to his excellent performance he was promoted to Senior Software Engineer on 01/03/2022.

Zalando is Europe's leading online platform for fashion, with shops and services in 25 European markets. Zalando SE is based in Berlin. A number of subsidiaries belong to the Zalando Group, including Tradebyte Software GmbH.

The responsibilities of Mr Morales as Senior Software Engineer included the following duties:

- software design, analysis and development
- project management
- code reviews
- software performance improvement

Mr Morales was the biggest contributor and a mayor driving force in the PHP7 upgrade project. He was also starting and guiding the PHP8 upgrade project. He provided leading contributions in the start of the TB.ReRender project which creates a new frontend and backend for our main core product and is part of a strategic project for the company.

Mr Morales took the initiative and showed outstanding commitment to both our company and our customers. His exceptionally quick comprehension enabled him to grasp even the most difficult situations immediately and precisely assessed their consequences Mr Morales possessed extensive and varied specialised knowledge, even in tangential areas, which he always applied confidently and purposefully in his work.

In all situations Mr Morales acted in an extraordinarily responsible, result oriented and conscientious manner. Even for unexpected problems, he found very effective methods of resolution, which he always implemented successfully. Mr Morales always met, and often exceeded, the agreed targets as well as those he set himself, even when faced with difficult circumstances.

Mr Morales met and sometimes exceeded our very high expectations in the best possible manner. He got on very well with all associates and always met them in his friendly, open and accommodating way. His behaviour towards superiors, colleagues and external associates was always exemplary.

Unfortunately, Mr Morales is leaving our company today by his own choice in order to accept a new challenge. We thank him for the constantly very good cooperation and very much regret his leaving our company. We wish this exemplary colleague all the best, lots of luck and success in both his professional and personal life.

Berlin, 31/08/2022

*David Weber*

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for and on behalf of  
Tradebyte Software GmbH