

## Letter of Reference

Mr Marco Casagrande born on September 17, 1987 was employed in our company from May 1, 2018 to February 28, 2023 as a Student Trainee, Project Engineer and Algorithm Developer.

MicroVision is a pioneer in MEMS-based laser scanning technology, integrating optics, electronics, algorithms and machine learning software into in-house developed systems. This integrated approach delivers solutions for automotive LiDAR sensors, augmented reality microdisplays and interactive display modules. Since the acquisition of Ibeo Automotive Systems GmbH in February 2023, a total of 350 employees from more than 30 different nations have been working at the sites in Hamburg, Nuremberg and Redmond, USA, to make fast autonomous driving possible and safe.

Throughout the years in the company, Mr. Casagrande has been responsible for the following activities:

- Design, development and testing of LiDAR-based environment perception algorithms in C++
- Integration of software applications in custom cross platform toolchains
- Assistance in customer project coordination and development
- Modelling and deployment of automotive simulation scenarios in CarMaker

Mr. Casagrande possesses excellent specialist knowledge extending far beyond the mainstream, which he always applies to our business processes in a most effective and beneficial manner.

Mr Casagrande possesses excellent in-depth specialist knowledge even in peripheral fields, which he always applied to our business processes in a most effective and beneficial manner. He continuously and very successfully expanded and updated his extensive specialist knowledge to the benefit of our company by regularly attending events to further his education.

Due to his very good perception, he was always able to understand complex situations immediately and to find very good solutions straight away. Mr Casagrande always worked using his own initiative and completely identified with his responsibilities and our company at all times. He always displayed an impressive level of dedication and motivation. In extremely stressful situations, he always displayed exemplary resilience.

He always completed his tasks completely independently, extremely carefully and according to a well thought-out plan. He worked calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impressed us particularly in terms of quality and quantity. Mr Casagrande was extremely reliable.

He was always able to find excellent solutions for any problems which arose. The performance of Mr Casagrande always earned our full recognition in every respect.

He was respected by everyone for his consistently friendly and well-balanced demeanour. He was always helpful, courteous, and where necessary, he put the interests of others before his own. His personal conduct towards his line managers, colleagues and clients was always exemplary and loyal.

Mr Casagrande is leaving our company at his request on February 28, 2023. We sincerely regret his departure, as we will be losing a very capable employee. We would like to thank him for his consistently excellent performance and wish him all the best and every success in his future professional career and private life.

Hamburg, February 28, 2023

MicroVision GmbH



Mario Brumm  
Director Global Operations



Claudia David  
Head of People Operations