

## Employer Reference

Mr Jacek Janczura [REDACTED] was employed in our enterprise from 15 April 2020 to 30 June 2021 in the department Product & Technology as Software Engineer.

idealo internet GmbH, a subsidiary of the Axel Springer SE, is Germany's most popular and successful price comparison portal with up to 18 million monthly active user. Since 2000 it has been our mission to support our customers and help them make the right purchase decision. We are live in several European countries with huge success, and we are still growing. With more than 1000 employees, and different international teams, we are located in the heart of Berlin.

In his position Jacek Janczura was primarily responsible for:

- Cross-team software development facilitating the whole software development lifecycle
- Software architecture including the definition of data flows, data structures and application of common architectural patterns
- Analysis, creation and maintenance of infrastructure in container-based ecosystems
- Education of engineers in the team-local and company-wide context
- Close cooperation with UX/UI designers
- Creation, executing and analysis of A/B tests
- Analysis of customer inside lounges

Mr Janczura possesses excellent specialist knowledge extending far beyond the mainstream, which he has always applied to our business processes in a most effective and beneficial manner. Jacek is characterized by his ability to grasp complex issues particularly quickly and to be effective in various technical domains very fast, even under pressure. 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 exacting analytical ability, he was always able to understand complex situations immediately and to find good solutions right away. Mr Janczura always worked in a proactive manner and completely identified with his tasks and our company at all times. He always displayed a huge level of dedication and motivation. His absolutely reliable, circumspect, and diligent work ethics could be relied on at all times and even in the most difficult situations.

He completed all his tasks completely autonomously, with diligence and according to a well thought-out plan. He always worked serenely, thoughtfully, target-oriented and highly precisely. He continuously impressed us in terms of quality and quantity. His absolute and unrestricted reliability and honesty are particularly worthy of emphasis. Even when faced with complex problems, he found very effective solutions which he was able to implement successfully and thus always achieved good work results. Jacek significantly contributed to the internationlization of idealo's SSO systems, which led to an increase of more than 300% in customer acquisition. The performance of Mr Janczura has always and in every respect earned our full recognition.

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 with superiors, colleagues and clients was always exemplary and loyal.

Mr Janczura is leaving our employment on his own accord on 30 June 2021. We sincerely regret to see him go, as we are losing a very capable employee. We would like to thank him for his consistently very good performance and wish him all the best and much success in his professional and personal future.

Berlin, 30 June 2021

