



## INTERIM EMPLOYMENT REFERENCE

Mr Mohammad El Musleh has been employed in our company since February 1, 2022 as a Consultant.

ALLEN GmbH is a subsidiary of the internationally well-respected ALLEN Group, one of the leading development service provider in Europe. We support our customers throughout the entire development process, from the initial idea to the production stage. The products and solutions we develop are applied and implemented in a variety of industries: automotive, aerospace, semiconductors, telecommunications, power engineering and medical engineering.

Mr El Musleh works successfully with the various departments on customers' premises and is involved in a range of projects with different customers in the Automotive and Thermodynamic industry while being with us.

Mr El Musleh has consistently demonstrated exceptional collaboration with various departments at the customer's premises and has played a crucial role in a major project focused on heating, ventilation, and air conditioning (HVAC) technology during his employment with us.

Within the scope of his duties, Mr El Musleh has been responsible for the following tasks:

- Led the end-to-end development lifecycle of a critical software tool that updates the operation of heating units, improving their performance and reliability
- Focusing on high-quality results and user satisfaction
- Created a user-friendly interface, incorporated automated functionalities, and supported various firmware flashing procedures to ensure software reliability and ease of use
- Defined and continuously refined software requirements to precisely meet customer needs, ensuring clarity and functionality
- Provided detailed documentation and system designs that were essential for the software's success and ease of use
- Developed and executed comprehensive testing to confirm that the software met all specified requirements

Mr El Musleh possesses excellent in-depth specialist knowledge even in peripheral fields, which he always applies to our business processes in a most effective and beneficial manner. Mr El Musleh possesses advanced programming skills, expertly handling C#, C++, and the .NET-Framework within Visual Studio environments. His quick learning ability and professional use of advanced tools significantly contribute to achieving project goals efficiently and effectively. He also has excellent communication skills that enhance team collaboration which enable him simplify complex topics for diverse audiences. Furthermore, he is widely recognized for his honesty, loyalty, and commitment to ethical conduct in all aspects of his work. Due to his very good perception, he is always able to understand complex situations immediately and to find very good solutions straight away.



Mr El Musleh always works using his own initiative and completely identifies with his responsibilities and our company at all times. He always displays an impressive level of dedication and motivation. In extremely stressful situations, he always displays exemplary resilience.

He always completes his tasks completely independently, extremely carefully and according to a well thought-out plan. He works calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impresses us particularly in terms of quality and quantity. Mr El Musleh always is extremely reliable.

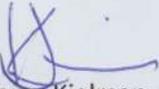
He is always able to find excellent solutions for any problems which arise. Mr El Musleh's expertise in planning and software development lifecycle, combined with his dedication to client needs, resulted in successful software releases that significantly improved the functionality and reliability of the client's heat pump units. For over two years working with the client, we consistently received positive feedback and monthly reports indicating high customer satisfaction with his work. The performance of Mr El Musleh always earns our full recognition in every respect.

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

This interim reference is being provided at the request of Mr El Musleh. We are happy to comply with this request. We would like to thank him for his consistently very good performance in the past.

Munich, September 12, 2024

ALLEN GmbH - Rosenauer Str. 27 - 96450 Coburg

  
Jeremy Kielman  
Manager Competence Center

  
HR Department