

## Testimonial

This is to confirm that Mr. Marcel Ruf - born May 19<sup>th</sup>, 1962, citizen of Buch am Irchel and Niederhasli - has been employed in our company from November 1<sup>st</sup>, 2005 through October 31<sup>st</sup>, 2015 and has held positions as Finance Director for Sun Microsystems (Schweiz) AG based in Volketswil, Business Operations Manager, Business Development Manager and Interim Managing Director for Sun Microsystems ZAO / Oracle Hardware ZAO based in Moscow covering CIS <sup>(1)</sup> and Business Development Manager covering EE&CIS <sup>(2)</sup>. We also refer to Interim Testimonials dated May 31<sup>st</sup>, 2008 / March 31<sup>st</sup>, 2009 and May 31<sup>st</sup>, 2010.

As of June 1<sup>st</sup>, 2010 Marcel has held roles as Business Operations Manager CIS, Business Development Manager CIS / EE&CIS and Interim Managing Director CIS and has been entrusted with following main charter:

- Change in control (CIC) Sun/Oracle - business process and praxis transformation
- Sales operations - prospect to order / shipment / installation
- Opportunity & deal management
- Sales pipeline management & business forecast
- Demand generation, sales readiness & efficiency
- Product & solutions development and adoption
- Strategy & Account Planning and Sales Target Assurance Planning
- Business Growth & GoToMarket strategy (indirect and direct) and execution
- Sales performance management
- P&L responsibility as Interim Managing Director for CIS
- Deputy of Managing Director for CIS

Marcel has constantly overachieved his yearly goals and always exceeded expectations as evidenced in all of his annual performance reviews. In 2011 upon his exceptional performance Marcel was awarded IC5 grade by the Oracle EMEA Promotion Board after successfully passing Oracle EMEA Executive Assessment and was promoted Business Development Representative for EE&CIS.

In 2013 he was entrusted with CIS cluster leader responsibilities for Oracle Systems acting as Interim Managing Director and achieved to transform business from continued decline to double digit QQ growth in FY14 while also improving profitability. Subsequently Marcel has been essential as Business Development Manager CIS and Deputy of the Managing Director for the continuation of CIS' success culminating in FY15 despite economic turbulences resulting from geopolitical situation.

Marcel has proven his leadership and management capabilities by constantly delivering exceptional results particularly during sharp economic downturn. His leadership and social behavior have always been very well perceived by employees, senior management and peers. Marcel also has built and maintained his external network with customers and partners where he was very well known and greatly accepted.

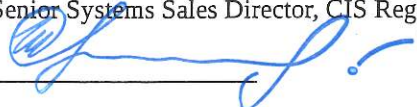
He is endowed with unique and broad portfolio of strategic and operational expertise, leadership and management experience and social skills which he has always leveraged in all of his different roles for the success of our company.

We deeply regret the termination of the employment given by the severe economic outlook for CIS which factors further collapsing of oil price and currencies in, that accelerate economic slump.

We thank Marcel for his dedication, passion and highly esteemed contribution for successfully growing our business and do absolutely recommend his proven expertise, experience, capabilities and social skills. We wish him all the best for his future career.

Moscow, October 31<sup>st</sup>, 2015

Oleg Zhukov  
Senior Systems Sales Director, CIS Region



<sup>(1)</sup> CIS - Commonwealth Independent States including Russia

<sup>(2)</sup> EE&CIS - Eastern Central & South Europe and CIS including Russia