

## CERTIFICATE OF EMPLOYMENT

Aaron Sevivas, born 16 January 1972, has been employed by Visma Enterprise AS as a Senior Software Developer in a permanent full-time (100%) position from 1 September 2013 to 30 September 2026. In the period 1 February 2023 – 1 June 2025, Aaron worked as Scrum Master.

### **Visma Enterprise**

Visma Enterprise is a software company that delivers smart solutions for efficient business management within payroll and HR, resource management, finance and procurement. The solutions are built on professional expertise and are carefully adapted to complex public regulations. Therefore, the solutions are used by larger organisations with strict requirements and complex needs, such as municipalities and larger private-sector actors.

### **Area of Work and Responsibilities**

Aaron was assigned to our HR and payroll system, Multi. His main focus has been the further development of the system solution.

Aaron's tasks included writing complex, efficient and clean code, often with a focus on performance optimisation and scalability. In addition, he has contributed to solving difficult technical problems that are critical to the system's stability.

Aaron worked 100% from home and performed all of his tasks in an efficient manner.

In the period 1 February 2023 – 1 June 2025, Aaron worked both as Scrum Master and developer. Aaron worked 100% from home and performed all of his tasks in an efficient manner. He had good communication and relations with everyone on the team, and handled difficult and demanding situations in a professional manner.

### **Assessment of Work Performance and Collaboration**

Aaron has acquired very good knowledge of the further development of complex HR system solutions. He has performed his tasks well.

Throughout the entire period of employment, Aaron has conducted himself professionally and loyally. As a colleague, he is very pleasant, inclusive, cooperative and positive.

Skøyen, 30 September 2026



Lene Fransgjerde  
Group Manager  
Visma Enterprise AS