Certificate
SAP INTEGRATION CERTIFICATION

SAP SE

hereby confirms that

for the product **Ingentis org.manager for SAP SuccessFactors**

of the company **Ingentis Softwareentwicklung GmbH**

has been **Premium Certified as an SAP Endorsed App** for running on SAP Business Technology Platform via the SAP integration scenario (BTP-EXT).

This certificate confirms the technical compliance of Ingentis org.manager for SAP SuccessFactors with SAP certification procedures.

The certification test is documented in report no. **22538** and expires on **01 January 2025**.

The certification is listed on the SAP Certified Solutions Directory: www.sap.com/csd

Certified Functions:

- Application run on SAP Business Technology Platform (Kyma Environment)

- Multitenancy enabled

- Meets Cloud Quality Requirements

- Meets Cloud Delivery Requirements

- Passed Security Code Scan Assessment

- Integration test for the proposed functional use cases

Parvathy S
SAP, 01 January 2024

SAP® Endorsed App
Premium Certified

THE BEST RUN **SAP**®

SAP certification focuses on technical integration with SAP solutions. Partner is responsible for the product itself, its error-free operation, and adherence to applicable laws.

SAP Endorsed App Premium Certification: Test Report

BTP-EXT
Application running on SAP Business Technology Platform

Interface Certification: 22538

SAP Interface incl. Release	**BTP-EXT** Application running on SAP Business Technology Platform
SAP Technology Platform used for Test	**SAP Business Technology Platform – Kyma environment**
Integrated to SAP solution	**SAP SuccessFactors**
Integrated to non-SAP Solution	**Not applicable**

Name of Partner	**Ingentis Softwareentwicklung GmbH**
Partner Number	**1843878**
Partner Product Name & Release This is as same as Registered solution name in SAP Solution Hub with *"GTM Ready"* status	**Ingentis org.manager for SAP SuccessFactors**
Certification Date	**01 January 2024**
Expiration Date	**01 January 2025**
Location	**SAP – Remote**
Person Present - Partner	**Christoph Rothmeier, Markus Eckl**
Person Present - SAP	**Parvathy S**

Certified Functions:

- ☒ **Application run on SAP Business Technology Platform (Kyma Environment)**
- ☒ **Multitenancy enabled**
- ☒ **Meets Cloud Quality Requirements**
- ☒ **Meets Cloud Delivery Requirements**
- ☒ **Passed Security Code Scan Assessment**
- ☒ **Integration test for the proposed functional use cases**

PREMIUM CERTIFICATION SUMMARY REPORT

SAP Endorsed-App Premium Certification requires partner solution to fulfill the criteria listed in the
- Integration testing procedure
- the static Security Code Scan Assessment performed by a third-party software vendor
- Cloud Qualities and Cloud Delivery checklist review

The solution 'Ingentis org.manager for SAP SuccessFactors' has fulfilled the criteria listed in the
- Security Code Scan Assessment
- Cloud Qualities & Cloud Delivery checklist
- Integration testing

Thus, it is considered that solution 'Ingentis org.manager for SAP SuccessFactors' has completed the Premium certification successfully.
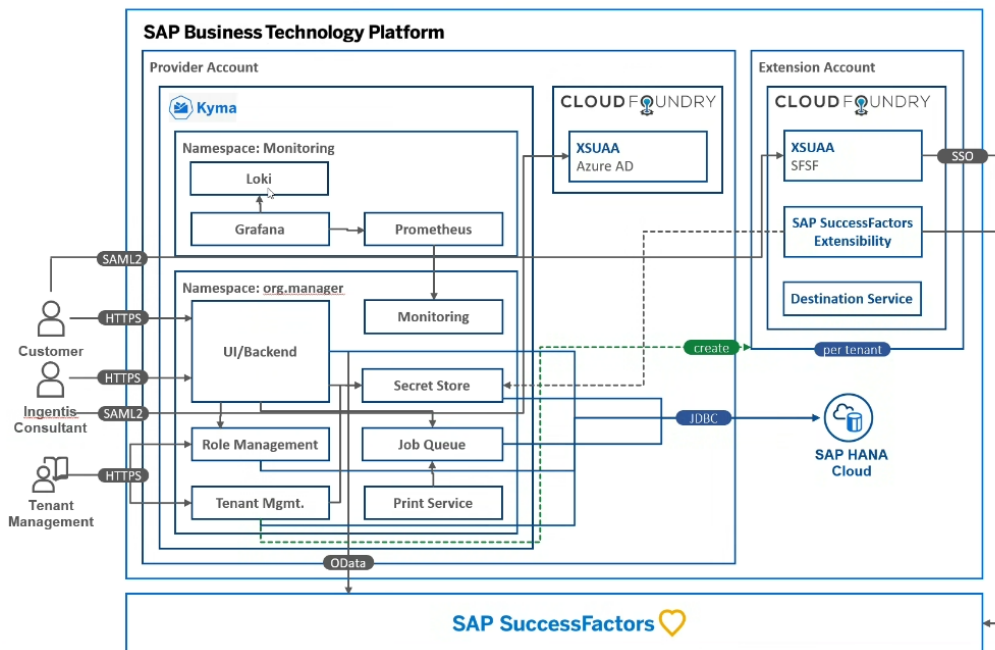
Please find the rest of the findings in this document.

1. PRODUCT INFORMATION

Product information	
Product name Full name of your application as same as registered solution name in SAP Solution Hub with *"GTM Ready"* status.	Ingentis org.manager for SAP SuccessFactors
Product web page	https://www.ingentis.com/de/produkte/org-manager-sap-successfactors
Application hosted on	SAP BTP Kyma environment
Integrated with SAP solution	SAP SuccessFactors
Integrated with non-SAP solution	Not applicable

2. PARTNER PRODUCT OVERVIEW

Supported Functions and Benefits – General Description	
Overview of the purpose and functionality of the partner application	Ingentis org.manager for SAP SuccessFactors visualizes the hierarchical information from SAP SuccessFactors in form of an organizational chart. Any structure maintained in Employee Central can be visualized. Such can include standard objects (e. g. Legal Entity, Business Unit, Division, Department, Positions, Employees, Cost Center), individual MDF objects and all relations. There are no limits for the design or content of your org charts. Whether kept simple for HR related tasks or more complex including key performance figures of your company, Ingentis org.manager [web] for SF makes it happen. By building multiple perspectives the solution meets the requirements of any target group. Running on the SAP Cloud Platform, Ingentis org.manager for SAP SuccessFactors can conveniently be launched directly through the SAP SuccessFactors user interface including single sign on. The user can select himself or any colleague in SAP SuccessFactors and directly access the org chart. By picking a specific effective date the user can have a look at past, present or future org charts. The modelling feature enables simulations and reorganizations via drag and drop directly in the existing organizational chart. Structural changes can be checked easily and transferred to SAP SuccessFactors in a manual or semi-automated way. All changes are recorded and can be viewed in a report. During M&A projects additional data can easily be imported and the drag and drop features can be used over two org charts displayed side by side.
description of the business scenario that your application cover	• Gain new perspectives on structures and HR data - Display your organizational structure and HR data in all kinds of ways. With easy-to-understand dashboards, network structures, Big Data visualizations, or classical hierarchies (to name only a few) our software solution provides a new perspective on your SAP SuccessFactors data. • Make well-Founded decisions on a solid basis - Get an invaluable overview of your organization. Make use of custom visualization rules to zoom in on important aspects. Its powerful simulation feature allows you to model structural changes helping you make well-founded decisions for the future of your organization. • Increase efficiency through more transparency and overview - An easily accessible org chart including all relevant information such as areas of responsibility and contact details increases transparency throughout the entire organization. Comprehensive search options help employees find and contact the right person with minimal effort • Reduce costs thanks to faster People and Org design processes - Our software solution greatly contributes to the effectiveness of people and org design processes. Custom visualization rules allow you to quickly identify areas with a need for action. The simulation extension enables you to model and evaluate potential structural changes to avoid costly mistakes.

Technical approach	Ingentis org.manager for SAP SuccessFactors is app running on SAP BTP (Kyma) and integrating with SAP SuccessFactors to make the application work as expected.

ARCHITECTURE:

3. APPLICATION CHECKLIST

Development Environment	
What kind of development / runtime environment do you use to implement your application?	☐ Cloud Foundry Environment ☒ Kyma Environment ☐ ABAP Environment ☐ Neo Environment [not preferred] <u>Important note</u>: Neo environment will be sunset on 31 December 2028. Recommendation is to start building on multi-cloud foundation for SAP BTP. Refer to SAP note: <u>3351844</u> for details. If application is running on Neo environment, please explain the migration roadmap and plans:
Programming Languages, Programming Model, Development Tools used	
What kind of programming languages or tools do you use to implement your application?	☒ Java ☐ JavaScript ☐ TypeScript ☒ HTML5/SAPUI5 ☐ Node.js ☐ Python ☒ Spring Boot / Spring Cloud ☐ SAP HANA XS, advanced model (XSA) ☐ ABAP on SAP BTP ☐ ABAP on on-premise [Recommendation – Adhere to clean core requirements while developing custom ABAP objects on SAP on-premise] ☒ Others Provide name(s): Visual studio code for frontend
What is the development tool used for programming (ABAP Cloud, SAP Build, SAP Business Application Studio, SAP WebIDE, SAP BTP SDK, opensource (mention the name) etc.,)	IntelliJ

List all SAP BTP services from SAP Discovery Center that you implement with your application. For example, OAuth 2.0 Service Destination Service Document Management service Connectivity Service etc.	Kyma runtime SuccessFactors Extensibility Service Destination Service Authorization and Trust Management Service Service Manager Cloud Management Service for SAP BTP
Are you using SAP HANA Cloud service as relational persistence? If yes, mention the specific features/capabilities used.	☒ yes ☐ no List used features: Column based data storage

Application on Kyma environment	
Microservices/extension created	We have several microservices, written in Java, for backend, job queues, cluster and tenant management, printing, secret handling.
Deployment approach	For every version of our application, a helm chart is created, that bundles all components that should be deployed to the Kyma cluster. The corresponding docker images are held in a MS Azure Container Registry, where they get pulled from at deployment. For every cluster, a deployment pipeline can be triggerd from our Azure DevOps instance.
namespaces created - For Frontend | Database | Backend	orgmanager monitoring
Do you use kyma component APIs If yes, mention the API version. Note: always use the components' most stable API version.	☒ yes ☐ no Api Rule (latest) Virtual Service (latest) Log Pipeline (latest)

Provision and Tenancy model	
application provisioning approach to customer	☐ As a software as a service, customer subscribe to and use ☐ Ready-to-deploy; the application is delivered as a deployable package Comment: SaaS approach, but no subscription model. New tenants have to be onboarded by us manually.
Method followed to deploy the application	Application is running as multi tenant application, therefore always deployed (deployment process described in Kyma section)
Application delivery follows, Deploy and Deliver | SAP Help Portal	☐ Continuous Integration and Delivery (CI/CD) ☐ SAP Cloud Transport Management service with the option to integrate into Change Management ☐ CTS+ with the option to integrate into Change Management ☐ SAP HANA Application Lifecycle Management ☒ Manually Comment: Azure devops pipeline Nightly deployments are going through fully automated CI/CD pipelines, for production deployments, deployment pipeline has to be started with correct version number manually.
Implemented failover for the application. Implementing Failover | SAP Help Portal	☐ yes ☒ no