

Work Certificate.

We hereby certify that Mr. Silyas Bieri, born on August 11, 1998, worked for our company from May 14, 2018 to September 14, 2018.

He joined the Operations & SMC Department of our Network & IT Division in Zürich as Operations & SMC Trainee.

In this position, he was responsible for the second level support within our IT Field Service support organisation. Additionally he actively contributed to several IT projects and improvement programs. More precisely, his main activities were the following:

- Supporting end users in our Zürich office and Salt stores in the area of Zürich
- Preparation of new equipment for our salt store expansion project
- Additionally he contributed to several digitalization initiatives

Furthermore, we would like to mention Mr. Bieri's key achievements:

- Mr. Bieri was immediately able to take over the end user support in Zürich. He managed incidents and requests and provided additional support to the end users. Mr. Bieri was very appreciated by the team and the users.
- Beside his main activities to provide support, Mr. Bieri worked on several excel improvement and automatization initiatives. He managed to automatize many manual activities and therefore reduced the administrative effort by up to 80%.
- We should also point out that Mr. Bieri participated as a project team member of the Salt Store expansion. He was responsible and exceeded the timeline given for the equipment implementation and rollout.

He is an expert in macro and VBA programming. During our collaboration, he became an expert in the configuration of our Cisco Routers and Switches. Professional competences he continuously developed through different internal training modules. We have appreciated his excellent knowledge in French, English, German and his very good IT skills.

Mr. Bieri always reached the defined objectives to our entire satisfaction and in a timely manner. He is able to keep deadlines, effective, autonomous needing little support. Mr. Bieri was fully committed to his work and was dedicated to finding creative and innovative solutions and was strongly committed and participated constructively within the workgroups. We also appreciated his flexibility and his capacity to quickly grasp various issues.

We know Mr. Bieri as a responsible, motivated and loyal person, who identified with our company's values and culture. Thanks to his team spirit, his exemplary attitude as well as his professionalism, he was not only highly appreciated and respected by his colleagues and superiors but also by internal and external business contacts.

Mr. Bieri leaves us at the end of his assignment, free of any obligation, except for his duty to maintain absolute discretion on all information related to our company. We strongly regret his departure and highly recommend him to any future employer. We also take the opportunity to thank him for his valuable contribution to the development and success of Salt and we wish him all the best for his future.

Eric Wolff
Chief Technology Officer

A handwritten signature in black ink, appearing to read 'Wolff', with a horizontal line crossing through the middle of the letters.

Martina Mesan
Human Resources Director

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a cursive 'e' and 's'.

Renens, December 2018