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Zurich, 10 December 2021

uma/TLA

Confirmation

To whom it may concern

We confirm that we have issued on 8 December 2021 an Independent Service Auditor's Assurance Report on the Description of Controls, their Design and Operating Effectiveness for the payroll process of the Business Services & Outsourcing department of BDO AG for the period of November 2020 to October 2021 in the sense of ISAE 3402 Type II.

Kind regards
Balmer-Etienne AG

Urs Matter
Swiss Certified Accountant

Tu'uyen Maria Lang
Swiss Certified Accountant