

HSBC Private Bank (Suisse) SA

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WORK CERTIFICATE

We, the undersigned, representing HSBC Private Bank (Suisse) SA, hereby confirm that Mr. Roger WIDMER, born on 29 March 1965, was employed by our Company in Geneva from 15 July 2011 to 31 January 2017.

As a permanent employee he joined us as an Implementation Manager, with the corporate title of Associate within the PBFOS department. On 01 January 2016, he transferred within the IT Global Product department. In this role, his main responsibilities were to:

- Ensure product availability and evergreening recommendation.
- Coordinate the implementation with all stakeholders as well as the resolution of incident and production problem.
- Manage people remotely in order to meet the agreed project 's timelines.
- Communicate to stakeholders the impact and resolution timeframe and provide them with regular project status.
- Negotiate contract's renewal with challenging external vendors.
- Coordinate demands implementation into release according to the priorities provided by the Product and Demand Management.
- Review and write key project documents (Solution Design/Security Deployment guide).
- Discuss change with all concerned Implementers / teams.
- Review deployment guides, Fill-up implementation forms.
- Ensure UAT access for testers and production access for implementers are set up.
- Raise request according to Global Service Desk (GSD) guidance.
- Ensure implementation plan is understood and sign by concerned stakeholders.
- Coordinate GSD implementation and business testing.
- Attend Data and Quality Review (DQR) once incident and problem resolved.
- Minimize Incident Impact: product support documentation up to date, knowledge transfer to support team, Monitoring, Service Level Agreement definition (SLA), Disaster Recovery Process review and Business Continuity Planing contact.

We are pleased to confirm that Roger WIDMER was a competent and efficient employee, committed to both his work and the Company. He demonstrated great adaptability in dealing with changing conditions. Roger WIDMER efficiently handled all his duties with autonomy and a great sense of responsibility and was always keen to learn and apply newly acquired knowledge.

Roger WIDMER always demonstrated a proactive approach relating to his core objectives in his day-to-day work, which contributed to him achieving good results that entirely meet our requirements and expectations in every respect.

Roger WIDMER's behaviour with clients, peers and superiors was at all times friendly courteous and professional. He performed his role with enthusiasm and a positive attitude and maintained good working relationships. When dealing with confidential matters, Roger WIDMER entirely fulfilled our requirements and handled his tasks with great diligence.

Roger WIDMER accomplished his duties to our entire satisfaction.

Roger WIDMER left due to internal reorganisation and is free of all obligations except those bound to his contractual obligations and those bound to the Swiss banking and commercial securities pursuant to article 47 of the Swiss Federal Banking Act, article 35 of the Swiss Data Protection Act, article 162 of the Swiss Penal Code and article 321a § 4 of the Swiss Code of Obligations.

We would like to take this opportunity to thank Mr. Roger WIDMER for his contribution to the Company and wish him every success for his future endeavours.

HSBC Private Bank (Suisse) SA



René SCHIEFER
GPB IT CIO Ad-Interim



Anne CARGILL
Human Resources Advisor

Geneva, 31 January 2017