

Letter of Reference

Mr. Mehdi Layachi, *[personal details redacted]* was employed by Regnology Switzerland AG, previously BearingPoint Switzerland AG, as Senior Account Executive from 01.03.2017 to 31.07.2025, during which time he was assigned to our Geneva office. In recognition of his performance, he was most recently promoted effective from 01.03.2023.

Regnology is a leading technology firm on a mission to bring safety and stability to the financial markets. With an exclusive focus on regulatory reporting and more than 35,000 financial institutions, 60 regulators, international organizations, and tax authorities relying on the company's solutions to process their regulatory reporting data, Regnology is uniquely positioned to bring greater data quality, efficiency, and cost savings to all market participants. Regnology was formed in 2021 when BearingPoint RegTech, a former business unit of BearingPoint Group, joined forces with Vizor Software, a global leader in regulatory and supervisory technology. The company is on a continued organic and external growth path, building up as one of the world's most recognized regulatory reporting powerhouses. Regnology currently employs over 900 employees in 21 locations.

Mr. Layachi was part of our Account Management team.

His key responsibilities and accomplishments are outlined below:

- Managed a portfolio of enterprise accounts across Swiss and EMEA regions, including clients in regulated financial sectors.
- Regularly delivered strong sales performance, with results aligned to or above targets.
- Led complex sales cycles with senior stakeholders, guiding opportunities from early engagement through to close.
- Created and executed strategic account and territory plans focused on sustainable growth and client satisfaction.
- Presented platform capabilities to C-level executives, helping clients evaluate cloud-based regulatory solutions.
- Collaborated across sales, product, and customer success teams to ensure effective communication and consistent client experience.
- Led a team of regulatory experts supporting financial institutions, while directly managing key strategic accounts.
- Oversaw a broad client base, helping organizations adopt and expand their use of Regnology's Regulatory Tax platform.
- Built trusted relationships with executive stakeholders across the Swiss banking sector.
- Supported team development through coaching and cross-functional collaboration.
- Leveraged consulting skills and business insight to understand client needs and deliver practical solutions.

A self-starter by nature, Mr. Layachi was highly focused when it came to achieving targets set by the company as well as goals he defined for himself. He took full ownership of all responsibilities assigned to him and completely identified with the company. Even when having to work under pressure, he performed all his duties to a high standard. As a qualified member of staff, he displayed the ability to grasp and analyse issues quickly. Additionally, he was capable of developing and putting forward practicable solutions.

Mr. Layachi can draw on very extensive and in-depth knowledge spanning a wide range of disciplines. Equipped with this expertise, he invariably performed at a high level that was well above average. Committed to extending and updating his knowledge, he regularly applied his newly acquired skills to his area of responsibility – with success.

In performing his duties, Mr. Layachi displayed business acumen, precision, insight and professional integrity. Demonstrating the ability to perform autonomously without supervision, his approach to work was highly conscientious and systematic at all times. The quality of Mr. Layachi's work was of a high standard. He was an extremely dedicated member of the team and invariably delivered solid results. This also applies to his performance under pressure or when faced with time constraints. He met all targets set by himself as well as those defined by the company, even when having to operate under extremely difficult circumstances. The scale of tasks achieved and the efficiency displayed by Mr. Layachi invariably exceeded our expectations in every respect.

Mr. Layachi was a reliable, trustworthy and respected staff member who was always held in high esteem by both his supervisors and his colleagues. Furthermore, his behaviour towards our clients was impeccable. A team player by conviction, he always mixed very well with other project members in a fast-paced environment. At the same time, he was an extremely loyal employee and interacted very well with people at all levels.

All duties assigned to him within this complex area of responsibility were invariably performed to our complete satisfaction.

Mr. Layachi left our company effective from 31.07.2025. We thank him for his strong performance and constructive contribution to our company. We would also like to wish him continued success and all the best for his professional and personal future.

Zurich, 31 July 2025

Regnology Switzerland AG

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Marcel Weber
Account Director