



Life Energy Motion

April 8, 2020

Letter to Suppliers on COVID-19

Dear Supplier,

First, we wish all of you and your relatives to be safe and healthy.

With the COVID-19 outbreak we are all living through one of the most difficult and most exceptional situations of our professional lives.

It is very clear that COVID-19 causes a very special setting in which companies must do everything it takes to protect their employees, address business challenges and risks, and help to mitigate the outbreak with all available means.

LEM is in the privileged situation to be financially strong and operate an international footprint: this allows us to weather the impact of the crisis on our daily operations. Moreover, we take advantage of our nearly 50 years of heritage, technical expertise and brand reputation: our customers and suppliers know they can rely on LEM.

It is important to realise that the situation in the different sites of LEM is not at all the same everywhere.

Our Chinese team has managed very well the flow of the COVID-19 wave. Today, LCN – the production location where 60% of LEM's turnover is produced - is back on track with respect to production capacity.

The situation in Europe and the US is very different.

All our European and American sites continue to run. Those people who do not absolutely need to be present in the production and distribution hubs are working from home. We now prepare for the peak of the COVID-19 wave.

We all need to adhere to the guidelines from local governments in order to protect vulnerable people and avoid overstressing our healthcare systems. We count on you that you strictly follow the hygiene measures and social distancing rules communicated by your local authorities. Our solidarity as good responsible citizens is a key weapon in this fight.

At LEM, the Board of Directors and the Executive Committee have defined 3 top priorities:

- 1/ Stay safe and take care of our families;
- 2/ Keep our business operations and activities as steady as possible;
- 3/ Reassure our customers and suppliers that LEM is reliable, strong and will adapt to their new demands

Stabilizing the global supply chain is a key priority. We want to ensure that all current and potential future supply disruptions you may face are communicated diligently to your procurement and supply chain teams.

In addition, we also ask that your organization communicate to your LEM contacts the current contingency plans that your company has instituted to ensure the continuity of supply during the



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crisis. LEM will do everything it takes to solve problems pragmatically and implement solutions in the coming weeks.

We recognize that the situation is fluid and that it needs to be assessed on a daily basis. Our goal is to ensure business continuity for our customers. To achieve this, we aim for continuous communication with our supply partners. LEM appreciates your support in this endeavour.

LEM stands for Life Energy Motion. These 3 simple but very strong words will drive our emotions and actions in the coming weeks.

LEM is very proud of what you have achieved so far in this unprecedented situation. On behalf of the Executive Committee, we thank you for your support and cooperation.

Stay healthy and take care,

Yours sincerely,

Frank Rehfeld
CEO LEM

A handwritten signature in blue ink that reads "Frank Rehfeld".

