



March 16, 2020

Business Continuity – COVID-19

Dear valued stakeholders:

As the Coronavirus (COVID-19) global health issue continues to evolve, 5N Plus is closely monitoring the latest reports from the Center for Disease Control (CDC) and the World Health Organization (WHO), taking a number of precautionary measures to ensure we protect our people, our company, and the interest of our shareholders and other stakeholders.

5N Plus wishes to share with you our efforts to manage these events and mitigate potential impacts to our employees' health, our operations, and ultimately any risk of supply disruption.

- We've instituted a Global COVID 19 Task Force to respond quickly and effectively to developments, promoting health and safety protocols, fully aligned with the Center for Disease Control (CDC), the World Health Organization (WHO), and local governments guidance;
- We have reviewed all relevant business continuity plans;
- We are taking sensible precautions, including travel restrictions. We are also requesting employees to self-quarantine based on personal travel when appropriate;
- We have restricted visitors and increased health and safety measures in our sites, augmenting daily cleaning procedures at our facilities, and have educated all team members on best practices recommended by the CDC/WHO/OSHA;
- We are ensuring communication with critical third-party providers and outsourcing partners to confirm plans for the uninterrupted provision of supplies and services;
- Where appropriate, across our 10 global offices and plants, we have activated or are maintaining readiness to activate a broad range of recovery strategies as circumstances dictate, including:
 - Remote teleworking
 - Transfer of work to alternate locations
 - Social distancing and self-quarantine guidelines
 - Further corporate travel restrictions
 - Continual staff communication and awareness

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- Our global Senior Business leaders and COVID 19 Task Force, partnering with local business continuity teams, have:
 - Coordinated business units and site teams to activate promptly response strategies based on special business needs.
 - Issued incident management alerts to key managers, including information relating to facilities, communications, people/human resources, media and IT.

We take operational resiliency very seriously and commit to provide further communication as these events unfold. Please know we are committed to stand with our valued stakeholders during this challenging time.

Should you have any questions, please feel free to contact any of our Executive Committee members listed below.

Sincerely yours,



Arjang J. Roshan
Chief Executive Officer

Executive Committee:

Arjang J. Roshan, Chief Executive Officer

Richard Perron, Chief Financial Officer

Nicholas Audet, Executive Vice President, Electronic Materials

Paul Tancell, Executive Vice President, Eco-Friendly Materials