

I hope this note finds you, your family & friends well and safe.

I want to share with you the extraordinary measures that we are taking at our factory with effect from the next working day Monday, March 16th and for an initial period of 2 weeks.

As the health of our employees and continuity for our customers is a top priority at SALTO, we have decided to minimize the physical contact throughout the factory. We are, of course, following the advice of the Health authorities.

In line with this, we have taken the following measures:

- Implement a “Work From Home (WFH)” policy for all possible functions, except for those directly related to the different manufacturing and delivery processes. This WFH policy guarantees all support functions, as our teams and systems are prepared to provide the best possible service.
- Implement a second manufacturing shift, hence dividing the current workforce into two shifts. This decision allows us to separate the production team into smaller teams. This makes it possible to better protect the health of our team members whilst also reduce the risk of larger-scale quarantines in the unfortunate event that a team member would get infected.

Last week our teams have been working and collaborating relentlessly to prepare, implement, and also accept these extraordinary measures. In times like this, our true spirit was once more confirmed.

All our offices around the world are taking all the necessary measures to protect our people everywhere.

Over these years, we have had many challenges, and also this time, we are determined to beat this crisis.

We are even more inspired and getting ready to make another Jump (SALTO).

Thanks for your support, patience, and loyalty.

Javier Roquero / CEO