

**Secop GmbH
Appoints Dr. Jan
Ehlers as New CEO**

Flensburg, October 6, 2021

Dear Valued Partners,

The Board of Directors of Secop Group is pleased to announce a change of management and the appointment of Dr. Jan Ehlers as the new Group Chief Executive Officer of the Secop Group Holding GmbH, effective from October 1, 2021.

Jan Ehlers joined Secop in November 2019 as Chief Operating Officer and actively contributed to the transformation project of the New Secop. Jan led the consolidation and optimization of Secop's production footprint in Europe and led development projects for the manufacturing plant in China as well as the global supply chain.

Jan graduated at the University of Massachusetts Amherst, University of Heidelberg, and receiving his PhD in Physics from the ETH Zurich and working as a scientist at CERN in Geneva, Switzerland as well as at the Fermilab in Chicago, USA. He then joined the management consultancy firm Bain & Company focusing on business and operation strategies development and implementation for a variety of companies. Ten years later, Jan joined the European market leader for stationary and mobile fire suppression systems, the Minimax Viking Group, where he served as Vice President Operations and Plant Manager. There, he managed the group's electronical and mechanical segments as well as helped plan, build and run a highly integrated and automated production site and led various projects for Operation, Supply Chain, R&D and IoT platform developments.

Secop's management team and Secop's shareholder are proud to have Dr. Jan Ehlers as the new CEO for Secop. Since joining Secop, Jan has designed and implemented efficient and innovative processes and supported our group to become an agile company committed on premium quality products, focused on manufacturing excellence and striving for premium customer experience. Jan has greatly contributed to designing Secop's vision and mission. He is strongly committed in leading the sustainable growth of our group and pursue Secop's strategic plan.

Yours sincerely,

The Secop Management Team

About Secop

Secop is the expert for advanced hermetic compressor technologies and cooling solutions in commercial refrigeration. Secop develops high performance static and mobile cooling solutions for leading international commercial refrigeration businesses.

The Secop Group designs and manufactures hermetic compressors and electronic controls for refrigeration solutions in the Stationary Cooling and Mobile Cooling segments.

Secop delivers advanced refrigeration compressors and controls, providing customers tailored sustainable solutions for light commercial, battery driven, and special cooling applications.

Secop has a long track record in energy-efficient and green refrigerants projects with innovative solutions for both compressors and control electronics.

The group has 1,350 employees worldwide with production sites in Slovakia and China as well as research centers in Germany, Austria, Slovakia, China, and the USA.

Secop has belonged to the ESSVP IV fund since September 2019.