

Shaping our Perseverance and Resilience



Dear Colleagues,

I hope that you and your families are all keeping safe.

In these uncertain times, Easter offers a ray of hope. It is a time when each of us draws our strength from spiritual belief. Following yesterday's Easter celebration, I would like to share with you a couple of quotes from Pope Francis.

“To be happy is to find strength in forgiveness, hope in battle, security in moments of fear, love in discord.”

“To be happy is to stop becoming a victim and to become the author of your own destiny.”

Since the 9th of March, some ten days before the start of the lockdown period, the senior management team of Rogers Group have started working on the Vivacis initiative. It is through this Resilience Programme that we strive to take our destiny and our company's future in our own hands to fight the virus. From day one, we planned for the worst while hoping for the best.

Fighting the virus is first and foremost about protecting our employees. Fighting the virus also means helping our employees shield their loved ones.

During the past three weeks, many of you have been mobilised to maintain essential services in the country. I would like to commend your contribution and effort to help ease the strain on the entire population during confinement. I am referring to activities such as port services, airport sector, distribution, and the indispensable food and agro-industry. I would like to thank everyone and assure you that we are doing everything we can to make each work environment healthy.

We created a fund within the Vivacis programme, with two main objectives. Firstly, it is an expression of solidarity, aimed at supporting the most vulnerable people, mainly in the regions where we operate. Secondly, we are working on a daily solidarity allowance for each employee working on the front lines in the essential services.

Employees within the group, as well as our companies, have been invited to contribute to this fund and we have already raised Rs 2.5 million. Subsidiaries within the group will contribute Rs 2 million, in addition to the Rs 5 million that the ENL Group has already raised; This brings the contributions of our parent company, the ENL Group, and its subsidiaries, to the national COVID-19 Solidarity Fund, to a total of Rs 7 million.

Notwithstanding the sufferings that have already been endured, we must certainly brace ourselves for very difficult times ahead. This, however, shouldn't stop us from celebrating small victories on which we can build to shape our perseverance and resilience.

Rogers has already weathered two World Wars and today, our strength lies in the efforts we've made over the past 15 years to develop a structure and leadership that promote agility to the fullest.

We must all learn to adapt, to alter our expectations and behaviours, in order to contribute to the co-creation of a new future for our companies. I know that I can count on you as much as you can also count on me.

Let's stay **Safe, Connected** and **United!**

Thank you,

Philippe