



## Message from the CEO

NEW YORK, NY and STRASSEN, LUXEMBOURG—June 9, 2020

Dear Colleagues,

Like many in America and worldwide, we watched the disturbing scenes of violence unfurling across multiple cities in the US, and around the world. It was painful and deeply troubling to watch unrest fueled by racial tension following the horrific and senseless murder of George Floyd in Minneapolis.

At Traxys we value diversity and inclusion – it is a core value that we firmly believe in and are absolutely committed to. We will continue to focus on ensuring our company is a welcoming home for all, and a place where everyone is valued. Indeed as CEO for the past 16 years I've always been proud of the range of nationalities, races, cultural and ethnic backgrounds, every faith and no faith, and the variety of languages present across our 20 offices worldwide.

Despite these stressful times and regardless of everyone's political beliefs, I know you agree that there is no place for racism, inequality, or discrimination in this world. I would urge those of us who are impassioned by social justice to get involved and find a way to effect positive change in our communities.

Together we can help make lasting change for future generations ahead of us.

As we all know and have heard, these are uncertain and unprecedented times. These place unique stresses on our ability to cope and thrive, on our mental and psychological wellbeing, which is critical to you and to us. Please do use the resources at your disposal, starting with visiting [www.myCigna.com](http://www.myCigna.com). For additional support you can always reach out to your colleagues, your manager, or to our HR team.

For now, let's commit ourselves to try that much harder, to control the things we can, and to show our best qualities, to each other and to the world. Our hope is that we emerge from these crises stronger, wiser and changed for the better.

Please look after yourselves, your families and loved ones as we all steer these uniquely troubled waters.

Mark Kristoff  
Traxys Group CEO