

COVID Response Note to Portfolio Co Leadership, Operating Partners and Operations Advisors

To Our Advent Global CEOs and Leaders,

No doubt for all of us, these past two weeks have been the most difficult ones of our career as our teams have worked closely together during this unprecedented time. We hope that you, your family and your colleagues are safe as everyone's health is the top priority in the midst of this crisis. And we know you absolutely share the same concern for your team's health and safety.

We are reaching out to you, our portfolio-company leaders, Operating Partners and trusted advisors, as a collective group for two reasons.

First, to share some important information about how the Advent partnership is preparing to help.

We are committing \$25 million to relief efforts through the creation of the Advent Relief Fund to help meet the immediate needs of those most affected by the coronavirus pandemic including local institutions and charitable organizations. The Advent Relief Fund will focus on healthcare professionals, first responders, front-line workers, employees of our portfolio companies and others in the community most impacted by the outbreak. The funds were provided by the senior team members at Advent individually.

Our plan is to rapidly deploy this aid to these organizations and groups as they are doing so much for our communities in this extraordinary situation and need our support. The funds will be distributed regionally at the local-office level supported by the network of philanthropy committees that we had set up before the crisis to extend Advent's charitable giving.

As a global organization with teams in 15 offices across four continents, we feel it is our responsibility to do everything in our power to provide relief wherever and however we can.

Second, we wanted to share and acknowledge the herculean efforts by you, the leaders of our portfolio companies, who are making a huge difference. Every day, we are incredibly proud to hear about the contributions you are making to help in any way possible. These stories likewise inspire others, and so here at Advent we will be creating a web page for all of you to see the collective impact of your efforts as part of the global Advent community. Please send information on your initiatives to AdventReliefFund@AdventInternational.com so we can share everyone's news.

The following are just a few of these stories, and we would like to hear them all:

- **BioDuro**, a leading global life sciences contract R&D organization, led by Cyrus Mirsaidi, has initiated a COVID-19 nanobody therapeutic program, leveraging its biologics discovery platform ([learn more](#));
- **DFG-Bonitas**, Germany's largest outpatient intensive care provider, led by Dan Litvan, is increasing capacity in its intensive care units to help hospitals free up ICU beds for treatment of COVID-19-infected patients;

- **INNIO**, a leading producer of gas engines used to power remote locations or as backup to critical infrastructure, led by Carlos Lange, has freed up capacity to focus on supporting critical infrastructure such as providing power supply to public health and safety, as well as economic and national security systems;
- **Integer**, which operates automated parcel lockers primarily in Poland, led by Rafal Brzoska, has been delivering free of charge PPE supplies to hospitals and food to healthcare professionals and collecting and distributing second-hand computers to kids who can't afford equipment for home-schooling;
- **King Koil**, a leading premium manufacturer and retailer of mattresses in China, led by Gary Chu, has launched a bed-in-a-box program to provide bedding to those in the most affected areas in Wuhan, China;
- **Serta Simmons**, North America's largest bedding manufacturer, led by Dave Swift, has donated 10,000 mattresses to New York City hospitals and temporary medical facilities fighting COVID-19 ([learn more](#));
- **Vitaldent**, a leading dental services provider in Spain and Italy, led by Javier Martin, is keeping a selection of its key clinics open to provide emergency dental care to relieve pressure on the public health services during this time;
- **Zentiva**, a leading European generics pharmaceutical company, led by Nick Haggart, is producing sanitizer, branded Anti-COVID, to help the Czech Republic reduce the spread of the virus ([learn more](#)).

We are inspired by what you are doing and believe that your leadership will inspire others as well!

We are stronger together, and in times of crisis it is important we unite as a global community. It's paramount that we think about how we all can be good partners, global citizens and local supporters. Thank you for bringing this sentiment to life and for your continued focus and incredible dedication.

Sincerely,

David and James