

Term Sheet

ESG-Matters: The Company shall, within a reasonable time following the signing, adopt and thereafter maintain in effect an environmental, social and governance ("ESG") policy at the Company. In detail, these activities shall include the following:

- (a) Adopting a climate policy and implementing measures to become climate neutral within latest 12 months.
- (b) Evaluating and establishing best practices of its business activities in regards to environment, society and governance (ESG).

Such policy and measures shall be discussed with and reported to the Board. The Investors will support the management with the commitments, mentioned above. To specify, UVC will recommend a framework and workshop format to enable the management to approach and establish this ESG policy.