

Frankfurt am Main, 18 December 2020

Dear Members of the Board of Directors,

DWS Investment GmbH is one of the largest asset managers in Europe. We signed the Principles of Responsible Investment (PRI) in 2008 and we support the Sustainable Development Goals as well as the Task Force for Climate-related Financial Disclosures (TCFD). As a responsible investor in your company, it is our fiduciary duty to express our expectations on sustainability and controversial business activities in the best interest of our clients. Our commitment to sound corporate governance and responsible environmental and social practices (ESG) and ethical behavior among our investees is not only a crucial element of our responsibilities, but also forms an integral part of our investment process.

Our approach reflects the growing importance of ESG in the investment world. Equity and bond investors and the public have become increasingly attentive about the responsibilities of asset management companies to ensure ESG standards among their investees. Accordingly, with new legislations, the European regulator will impose higher ESG reporting standards for asset managers, especially when it comes to so-called principal adverse impacts. Growing public awareness and disclosure requirements lead to higher reputational risks for asset managers. Consequently, issuers with controversial sector involvement will face a growing number of divestments, votes against management and/or demands for ESG engagement from their investors.

Taking our fiduciary duties and responsibilities into consideration, ESG performance assessment is an integral part of our financial analysis. Involvement in the manufacturing of controversial weapons, most notably nuclear weapons or depleted uranium remain a key challenge. We are concerned that your company could be involved¹ in manufacturing of products that in the worst case do not comply with treaties or legal bans on controversial weapons. DWS Investment GmbH's comprehensive research as well as internal ESG databases, which sources ESG ratings from leading external vendors of data, indicates potential involvement. Other asset managers have already reacted with publishing exclusions lists putting companies with confirmed involvement outside of their investable universe. Controversial weapons remain a frequent topic of non-governmental organizations and DWS Investment GmbH aims to be in line with its overall ethical risk appetite as well as internal reputational risk policies.

Being involved with controversial weapons not only may expose companies like your company to public scrutiny and reputational risks – investors like DWS Investment GmbH are also face increasing scrutiny from their clients. The upcoming treaty on the prohibition of nuclear weapons (TPNW) will further aggravate this controversial business activity. The goal is to negotiate a legally binding treaty to prohibit nuclear weapons leading towards their total elimination. As responsible investors, it is our duty towards our fiduciaries so seek a dialogue with your company to discuss about your current involvement, your

¹ corporations that are involved in the controversial weapons business can be either producer, a producer of single purpose components, single purpose deliver devices or servicing via ownership relations / majority capital

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future strategy in this regards and possibly necessary measures to accommodate changes arising from the TPNW coming into force 22 January 2021.

We consider the board to be accountable for the overall strategic direction including the business lines and product portfolio. As investors we would welcome clear disclosure about the degree of involvement and if applicable present measures on how a possible involvement would be treated in the future.

We would welcome an adequate response to actions that may arise out of TPNW for your company. We see a board oversight of ESG issues and adequate transparency as decisive for solving the controversies and avoiding new issues in the future.

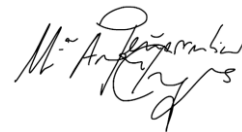
We would expect a reply from the board, confirming the board's commitment to solve the controversies and influence the company effectively. We look forward to continuing a dialogue with your company.

Yours sincerely,



Petra Pflaum

CIO for Responsible Investments



Susana Penarrubia

Head of ESG Integration