



FROM SIMON'S DESK

January 31, 2023

Dear colleagues,

Over the next few years, we want to significantly grow our business in the USA. That growth will come from:

- investing in our people and developing our pool of talent
- improving how we operate our plants and equipment
- a better customer experience through people, processes and technology
- developing new products
- mergers, acquisitions and joint ventures

A key to our program to grow our business is access to public funds through the IPO. As part of this growth program, we have decided to expand our Executive talent pool. Beginning February 1st, **David Phillips** will join the executive team as our new **Chief Legal Officer**. David comes with more than 26 years of experience of working as in house and outside advisor to c-suite officers and directors of public and privately-held companies regarding a broad range of legal issues, including corporate governance and board fiduciary duties, securities law compliance and SEC/NYSE reporting/listing requirements. He also brings commercial transaction and financing expertise, including equity and debt financings, mergers and acquisitions, joint ventures and commercial operating agreements.

David will report directly to me and be based out of our Alpharetta office. In this role he will be responsible for all legal matters as well as continue to direct the risk and land management functions. As Chief Legal Officer, David will have Mark Prybylski as General Counsel reporting directly to him. I want to recognize Mark for his many contributions, including the different acquisitions and divestitures of non-core assets.

David's leadership is expected to put people at the core together with collaboration, teamwork, and accountability as key drivers to achieve success. I am sure with him joining our team we will continue to advance as an organization. Please join me in welcoming David and wishing him all the best in this position.

Simon Bates
CEO - Argos USA