

FORSEE **POWER**

**CODE OF BUSINESS
CONDUCT**

We operate in a complex, fast-paced industry where the challenges are many and the decisions are sometimes immediate.

Our reputation, and therefore the future of Forsee Power, rests on our ability, as employees and partners of Forsee Power, to make these decisions and to conduct our business with integrity and respect for all stakeholders, both internal and external.

It is in this sense that the Forsee Power Code of Business Conduct was created. It provides a framework and commitments by which we aim to act. It is an indispensable element in our journey towards operational excellence.

Each of us, employees and partners of Forsee Power, has the duty to read this Code of Conduct carefully, to apply it, and to have it applied daily.



Christophe Gurtner
Chairman & CEO



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INTRODUCTION

The Forsee Power Code of Business Conduct represents our commitment as Forsee Power employees to each other, as well as to our customers, suppliers, shareholders, directors, investors and all other interested parties (actual and potential) to conduct ourselves and Forsee Power's business according to the highest ethical and legal standards.

Forsee Power is a signatory to the United Nations Global Compact and this Code incorporates its Ten Principles on human rights, international labor standards, the environment and anti-corruption.

This Code provides us with guidelines for making decisions that reflect our company values and demonstrate our commitment to a culture that fosters honesty, integrity and respect. As such, our Code not only teaches us what we must do in certain situations (as required by law or contract), it also provides guidance on what we should do in certain situations.

While this Code provides a framework for good decision-making, it cannot anticipate every situation where an ethical issue may arise. Therefore, it is strongly recommended that you ask all necessary questions regarding our Code and its application to Forsee Power's business.

We, the employees of Forsee Power and its subsidiaries, including its directors, officers and employees, must implement it in our activities at Forsee Power. In addition, we want our customers, suppliers and partners to adhere to the same values.

If an employee becomes aware of conduct that is inconsistent with our Code, Forsee Power's values or policies, or the law, he or she should ask questions or report instances of non-compliance to his or her supervisor, the Legal Department, Human Resources, or through Forsee Power's internal whistleblower system («Whistleblower System»). All reports of inappropriate conduct are treated seriously, and investigations are conducted confidentially. Individuals who report concerns about inappropriate conduct to us, who report in good faith an actual or suspected violation, will be protected from retaliation.

Any employee who violates our Code will be subject to disciplinary action or sanctions.

Disciplinary action or sanctions against employees may result in termination of employment. In addition, some violations may result in legal action, both civil and criminal.

OUR CODE, THE LAW AND FORSEE POWER'S INTERNAL POLICIES

Our Code is designed to complement, not replace, any internal policies or laws applicable to Forsee Power. If our Code conflicts with any law or internal policy, the law or internal policy will take precedence. For additional information or questions, you should consult Forsee Power's internal policies or contact the Legal or Human Resources Departments.

FORSEE POWER'S VALUES

Our Code is based on the values of Forsee Power:

- **Respect:** showing respect in everything we say and do; respecting others and accepting differences.
- **Operational excellence:** leading by example internally and externally; taking personal responsibility on issues relating to the success and reputation of the Group; encouraging your colleagues to act in accordance with the Group rules.
- **Customer orientation:** being attentive to customer requirements and seeking at all times to deliver customer satisfaction internally and externally; behaving adaptively and flexibly; being sincere and open in your communication.
- **Innovation:** demonstrating an innovative approach to working methods and ideas; being curious about the world around us, both in our working environment and externally.

OUR COMMITMENT TO RESPECT FOR INDIVIDUALS

Equal opportunity and respect

Because Forsee Power's success is based on the unique strengths of each employee, we are committed to:

- To provide equal employment opportunity to all employees and applicants regardless race, color, country of origin, sex, religion, age,

medical condition, genetic information, disability, veteran status, family medical leave status, marital status, or any other characteristic not related to job effectiveness.

- Hire, promote, compensate, and make all other employment-related decisions based solely on employment-related factors.
- To create and maintain an environment of mutual respect for the dignity and diversity of all individuals, where our differences are understood, valued and acted upon.

Harassment

To provide a work environment free of harassment and other intimidating behavior, we are committed to:

- Do not tolerate any form of harassment, including sexual harassment, which may include unwelcome flirtations, sexual advances and other unsolicited physical contact, requests for sexual favors, and any offensive behavior of a sexual nature, whether verbal, visual, or physical. In addition, inappropriate photos, posters, screensavers, videos, and e-mail messages may also be grounds for filing a sexual harassment complaint.
- Do not tolerate bullying, violent or other aggressive or intimidating behavior that may create a hostile work environment.

Any employee who engages in forms of harassment is subject to the disciplinary sanctions listed in this code of conduct.

We remind you that it is forbidden to subject an employee to repeated acts of harassment, in any form whatsoever, which have the purpose or effect of degrading his or her working conditions, or which may infringe on his or her rights and dignity, alter his or her physical or mental health or compromise his or her professional future.

No employee, trainee or person in training may be punished, dismissed or subjected to a direct or indirect discriminatory measure, particularly regarding remuneration, training, reclassification, assignment, qualification, classification, professional promotion, transfer or renewal of contract, for having suffered or refused to suffer any harassment, or for having witnessed such harassment or reported it.

Workforce

In order to demonstrate our respect for the rights and dignity of all people, we are committed to complying with all labor and employment laws, including laws governing freedom of association, privacy and equal employment opportunity, regardless of where we operate.

Forsee Power strictly prohibits the use, directly or indirectly, of child labor, as well as forced, involuntary, or compulsory labor, and non-compliance with International Labor Organization conventions.

Forsee Power also expects the suppliers and contractors we work with to adhere to the same values and laws.

Freedom of association and collective negotiation

Forsee Power is committed to respecting the freedom of association and the right to collective bargaining of its employees in accordance with applicable national and international laws and regulations. We are committed to maintaining a collaborative attitude towards our employees and to preventing conflicts through effective and continuous social dialogue.

Protection of personal information

To ensure the protection of individuals' personal information and contact information, we are committed to:

- To process all personal data in accordance with applicable laws and any contractual obligations.
- Collect and use personal data only for legitimate business purposes.

Regarding the protection of personal data, we remind you that each employee is subject to an obligation of confidentiality regarding the data to which he or she has access during his or her duties, whether it concerns data relating to customers, suppliers or other Forsee Power employees. Employees who illegally access and/or use such data are subject to disciplinary action as set forth in this Code.

OUR COMMITMENT TO HEALTH, SAFETY AND THE ENVIRONMENT

Health and safety in the workplace

In order to maintain a safe and healthy work environment, we are committed to:

- To make our health and safety and the health and safety of the individuals with whom we come into contact our daily priority.
- Know and conscientiously follow the health and safety rules and procedures that apply to our workplace.
- Support and encourage others to make health and safety their priority and to follow the rules and procedures governing our workplace.
- Take personal responsibility for immediately reporting unsafe situations or conduct in accordance with the «Emergency Situation» instruction.

Violence in the workplace

To ensure the safety of our employees and anyone on our sites, we are committed to:

- Not tolerate any act or threat of violence, including any verbal or physical threat, intimidation and/or coercion.
- Not tolerate any weapons, firearms, ammunition, explosives or incendiary devices on the premises or in Forsee Power vehicles.
- Immediately report any behavior that is violent or likely to be violent or that

poses a threat to personal safety or property.

Alcohol or other drug abuse

In order to ensure that we perform our work free from the influence of any substance that may affect our judgment or safety, we will not under any circumstances permit the unlawful use, possession, sale, transfer, distribution, concealment, transportation, or manufacture of any illegal drugs, alcoholic beverages, controlled drugs, or drug paraphernalia on the premises inside Forsee Power vehicles or while conducting Forsee Power's business outside the premises.

The environment

As part of Forsee Power's commitment to building and maintaining an environmentally sustainable business, we are committed to:

- Know and strictly adhere to all applicable environmental, health and safety laws and regulations as well as internal environmental, health and safety policies and standards.
- Immediately report any violations or suspected violations of these standards.
- Continually seek new measures to reduce energy consumption, waste and emissions, minimize environmental footprint and promote resource conservation.

OUR COMMITMENT TO THE PROTECTION OF FORSEE POWER RESOURCES AND INFORMATION

In addition to being an ambassador for Forsee Power, each of us must also act as a protector and defender of its resources against any behavior that is not in the best interests of Forsee Power.

Forsee Power resources include, but are not limited to, the following:

- Company funds, credit cards and other accounts.
- Computers and electronic networks
- Telephones and mobile communication devices.
- Access to electronic mail.
- Supplies, equipment and tools.
- Intellectual property, trade secrets and other proprietary information.

The use of the company's resources

Forsee Power resources are provided exclusively for business purposes. Occasionally, employees may, on a limited basis, use Forsee Power resources such as photocopier, Internet access, telephone or e-mail for personal use as long as Forsee Power's policies are followed, that such personal use does not result in any measurable increase in cost, and that co-workers are not distracted or offended by such use.

Information technology

We rely heavily on information

technology and systems to share and store information, and each of us must ensure that these systems are secure and protected from improper use. Specifically, each of us will:

- Backup all Forsee Power electronic devices all the time.
- Protect all passwords that allow access to Forsee Power computer systems or networks.
- Use only licensed software in accordance with the license agreements and not reproduce it without permission.
- Limit our personal use of all Forsee Power systems.
- Not use Forsee Power systems to access, store or send sexually explicit, discriminatory, disturbing or otherwise offensive material.
- Comply with Forsee Power's internal information technology policies.

Intellectual property

Forsee Power's success depends not only on our ability to continually innovate, but also on our ability to protect and preserve our innovations and ideas. Therefore, to prevent theft, misuse and loss of our intellectual property, we will take the following steps:

- Use trademarks, patents and intellectual property rights owned by Forsee Power in accordance with Forsee Power policies.
- Report any concerns regarding infringement, misuse or

misappropriation of Forsee Power intellectual property to the Legal Department.

Confidential information

Intellectual property is not the only information we must protect. In fact, there is a great deal of non-public information related to the Company that is confidential. This includes our trade secrets, proprietary know-how, business plans and proposals, capacity and production information, marketing strategies or sales forecasts, customers and customer lists, price lists or strategies, construction projects, supplier data, market opportunities, research and development information, and personnel and other employee data.

The use of confidential information is reserved exclusively for Forsee Power's purposes, and we are all responsible for protecting this information. To do so, each of us must:

- Only disclose or provide access to such personal information (both internally and externally) to individuals with a legitimate business need to know and when necessary to serve the interests of Forsee Power. Specifically, we will ensure that we:
 - Keep personal information in a secure, limited-access location.
 - Discuss confidential matters in private and in secure locations and only with individuals who have a legitimate business need to know.
 - Do not view or work with confidential information in public places where

unauthorized third parties are likely to see such information.

- Comply with Forsee Power's policies regarding the reception of visitors to the site.
- When disclosing or granting access to confidential information to individuals outside the Company, ensure that such disclosure is made only after a confidentiality agreement has been signed by a Forsee Power representative and after ensuring that such disclosure is in accordance with the terms of a confidentiality agreement.
- Dispose of personal information in accordance with Forsee Power's policies regarding records management.
- Comply with the obligation to continue to protect Forsee Power's personal information, even after leaving the Company.

In addition, we will maintain these strict confidentiality standards and will not disclose, without appropriate consent or authorization, any information we receive from third parties pursuant to confidentiality agreements signed with such third parties.

OUR COMMITMENT TO AVOID CONFLICTS OF INTEREST AND IMPROPER INFLUENCE

Conflicts of interest

Each of us has a responsibility to our various Forsee Power stakeholders and

to each other to always work in the best interests of Forsee Power. A conflict of interest arises when such an interest is likely to affect an employee's ability to act in the best interests of the Company and to make impartial decisions on behalf of Forsee Power.

This includes any activity that may cause others to question our impartiality, interfere with our ability to perform our job objectively, or expose us to the risk of inappropriate solicitations. Identifying, preventing and managing conflict of interest situations helps prevent these risks. We ask Forsee Power employees not to have a personal interest in transactions between Forsee Power and a third party, including those involved in a business relationship, investment or contract negotiation with their company.

The following are some of the most common examples of conflict-of-interest situations:

- Have any other financial or other interest with a customer, competitor or supplier of Forsee Power.
- Receiving compensation, bribes, gifts (see below) or any other inducement from a company that does business with Forsee Power.
- Engaging in a second job that distracts you or interferes with the performance of your employment with Forsee Power.
- Retaining the services of a vendor distributor or other agent that is managed or owned by a relative or close friend.

- Developing a romantic relationship with someone to whom you report or who reports to you.

To avoid any conflict of interest or even the appearance of a conflict of interest, each of us will avoid:

- Holding a financial interest in, receiving compensation from, receiving any fee from, or being an employee of a customer, supplier, distributor or agent of Forsee Power if we are able to affect Forsee Power's business dealings with them.
- Be an employee of or receive any compensation from a competitor of Forsee Power.
- Take advantage of any business or profit opportunities arising from Forsee Power or compete with Forsee Power in any way.
- Use Company time, facilities, resources or position to perform outside work unrelated to our work at Forsee Power, without authorization from our supervisor.
- Act as an officer or director of any for-profit company outside of Forsee Power without first obtaining approval from our supervisor or the Legal Department. Approval is not required to serve with a family business, non-profit or charitable organization, unless the company or organization is a customer, supplier, distributor, agent or competitor of Forsee Power.
- Accepting a fee to be a speaker at a conference because of our

employment with Forsee Power or expertise related to our work with Forsee Power.

- Accepting a loan from any current or prospective supplier, unless that organization or individual is a financial entity known to make public loans on a regular basis, in which case the interest rate charged shall be the same as the prevailing market rate of interest.

We recognize the importance of disclosing any potential conflict of interest as soon as possible so that we can manage it and always make business decisions based on Forsee Power's interests and not personal interests. Accordingly, each employee is asked to disclose to his or her supervisor, the Legal Department or the Human Resources Department any situation that may represent an actual or apparent conflict of interest, including the following situations:

- An immediate family member is employed by a Forsee Power competitor.
- You hold a position that directly or indirectly allows you to hire, or supervise, a relative, close friend or romantic partner.

Gifts and entertainment

Forsee Power selects products and services based solely on the ability of companies to compete based on the business activities and value they bring to Forsee Power. As such, all business transactions will be

unbiased, objective and free from outside influence.

While modest gifts, favors and entertainment may be exchanged to strengthen business relationships, we will not offer or accept excessive or inappropriate gifts, favors or entertainment that coerce or appear to coerce the recipient or that could be perceived as an attempt to influence fair judgment.

It is recognized that sponsorship, sponsorship donations and more generally participation in such events, whether initiated by Forsee Power and its employees or solicited by a third party, must not be used as a quid pro quo for a business advantage or as a condition for influence. In accordance with Forsee Power's anti-bribery policy, participation in any such transaction is subject to prior approval by the Communications Department.

No employee, officer, director, agent (or family member thereof) will offer or accept a gift or entertainment if it:

- Is in cash or cash equivalents like a gift card.
- Represents a value that is out of line with local norms or customs.
- Violates any law or regulation.

Additional advice

- As a matter of normal business practice, occasional business meals or attendance at a local theater performance or sporting event with a client.

- Or supplier is generally acceptable.
- Entertainment of a sexual or otherwise indecent nature or that is inconsistent with Forsee Power's commitment to respect for individuals shall not be offered or accepted.
- No gifts, entertainment or other commercial courtesies shall be offered. A business courtesy may take the form of a tangible or intangible benefit including, but not limited to: promotional gifts, courtesy gifts, group events, beverages with meals, entertainment (including tickets or passes), recreation (including golf or tennis club memberships), honoraria, transportation (including airline cabin upgrades), discounts or contributions of time, materials, facilities or equipment. Smaller items are permitted when they represent nominal value and are offered as a courtesy and incidental, such as food and refreshments, for example, coffee and snacks at a meeting.
- If you have any doubts about the application of this policy to a particular circumstance, you are encouraged to inquire and raise your concerns with your supervisor, the Legal Department, or the Human Resources Department immediately.

OUR COMMITMENT TO BUSINESS INTEGRITY

Forsee Power is committed to conducting its business activities with honesty, transparency and fairness, and to ensuring compliance with anti-bribery

principles and rules, as well as with applicable French anti-corruption laws, including the «Sapin II Law» of December 9, 2016 (on transparency, combating corruption and modernizing economic life). We expect Forsee Power employees to act with integrity in the marketplace and to comply with all applicable laws.

Bribery and corruption of third parties

Forsee Power employees are strictly prohibited from soliciting, offering, consenting, promising, accepting, giving or paying, directly or indirectly, any undue advantage and more generally any form of money or other value, in particular for performing or refraining from performing any act related to their duties.

It is also forbidden to receive or benefit from any of the above-mentioned elements from third parties, with the aim of influencing or attempting to influence a business decision, or any practice that may be qualified as public or private corruption, active or passive.

We undertake to comply with the legal and regulatory provisions concerning the fight against corruption, the offence of favoritism and all the internal rules and procedures applicable in this area, for which Forsee Power applies a zero-tolerance principle.

Any employee who engages in forms of corruption is subject to the disciplinary sanctions listed in this code of conduct.

Competition and fair trade

We are committed to competing ethically, based on the quality and price

of our products and the relationships we build with our customers. To ensure that Forsee Power complies with all laws that promote competition in the marketplace, each employee is responsible for ensuring the following:

- Do not engage in any discussions or agreements, formal or informal, written or verbal, with competitors or anyone else that may impede free and open competition. This includes conversations about the following topics:
 - Prices or credit terms.
 - Price or offer proposals.
 - Allocation of markets or customers or division of territories.
 - Restrictions on production or distribution.
 - Boycotting suppliers or customers.
 - Obtaining competitive information from publicly available sources in accordance with applicable laws.

We :

- Will not solicit or accept confidential information about a competitor without their consent.
- Not use illegal or unethical means (e.g., theft, bribery, misrepresentation or espionage) to obtain competitive information.
- Respect the trade secrets, copyrights, trademarks and patent rights of others.
- Will not engage in any unfair, deceptive or misleading business

practice.

- Will market, promote and identify our products and services in a factual, honest and informative manner

Furthermore, we will not share information with competitors on matters such as prices, costs, strategy or any other act that could give rise to suspicions of manipulation or distortion of competition.

It is prohibited to enter into agreements with competitors with the aim of distorting free competition in a market. Forsee Power's employees are obliged to refrain from any practice that constitutes market abuse, or that may unfairly disadvantage an investor, directly or indirectly, or by any person who has exploited inside information, disrupted the price formation mechanism, or disseminated false or misleading information.

Fight against fraud

Forsee Power is committed to the fight against fraud. Forsee Power employees may not deliberately mislead others to obtain an improper advantage or to circumvent legal obligations or organizational rules, and must refrain from any intentional act, omission or concealment where these are not authorized.

Under no circumstances shall Forsee Power employees, officers, directors or agents engage in any of the acts listed below:

- Embezzlement (falsified invoices, manipulation of checks or cash....).

- Theft or destruction of property belonging to Forsee Power (supplies, equipment, data, etc.).
- False or fictitious statements (whether in the form of expense reports, unjustified absences, falsified reports or evidence, etc.).
- Fraud and scams (fraud on the president, embezzlement or manipulation related to bank account changes...).
- Bring any accuracy or completeness concerns regarding Forsee Power records to the attention of your supervisor, or the Finance Department.

Forsee Power employees recognize the need to be familiar with their business relationships, including the ultimate recipient of funding or services, to ensure that their activities are not used to launder funds derived from criminal activity, or to directly or indirectly fund terrorism-related activities.

Professional and financial records

The accuracy and completeness of Forsee Power’s business and financial records are critical to our business decisions. Such records form the basis of our communications with the Board of Directors, management, shareholders, creditors, government agencies and other stakeholders. Therefore, in order to maintain our ability to report our business results, we will implement the following measures:

- Maintain and present Forsee Power’s records and reports in accordance with applicable law.
- Ensure that Forsee Power’s records accurately reflect the underlying transaction in pertinent detail.
- Do not falsify any documents.
- Record all financial transactions in their proper account, department and accounting period.
- Ensure compliance of all actions and commitments with Forsee Power’s authorization and delegation of authority policies.

Commercial regulations

As a company that trades internationally, Forsee Power is committed to complying with all applicable laws that restrict certain commercial transactions and the flow of information, people and things across borders.

Forsee Power is absolutely committed to the defense of fundamental principles and rights, as enshrined in the Universal Declaration of Human Rights, the Charter of Fundamental Rights of the European Union, the OECD Guidelines, the International Labor Organization Conventions, and the United Nations Convention against Corruption; and is not complicit in any violation of these rights.

Communication with the public

We will communicate with the public in an accurate and consistent manner.

To ensure compliance with applicable law and to protect the best interests of Forsee Power, we will not make any comments or statements about or on behalf of Forsee Power to the media or in

public (public forum or social networks) unless we have been specifically authorized or directed to do so.

OUR COMMITMENT TO PERSONAL AND COLLECTIVE RESPONSIBILITY

Creating and maintaining a company that operates with the highest ethical and legal standards requires an unwavering commitment from each of us. Indeed, we must lead by example, ask questions, seek guidance when in doubt and report any conduct, real or suspected, that we notice that does not reflect these standards.

Questions / Reporting

If you have any questions regarding appropriate conduct or if you need to report a violation you have noticed or suspect, relating to the law or Forsee Power policies including our Code, you are asked to contact one or more of the following contacts:

- Your supervisor.
- The Legal Department.
- The Human Resources Department.
- Forsee Power’s internal alert procedure.

Investigations and measures

Forsee Power takes seriously any potential violation of the law, our Code and other Forsee Power policies and will conduct a full investigation. These investigations will be conducted in a

respectful, confidential and fair manner. Full cooperation from all employees is expected in any investigation.

Once the investigation is complete, action will be taken. Generally, unfounded allegations will not result in any action. On the other hand, depending on the results and their severity, corrective action may be taken (e.g., counseling, training, enhanced controls) or disciplinary action may be taken, which may lead to termination.

Respect for confidentiality and whistleblowing procedures

Forsee Power’s internal whistleblowing procedure guarantees strict confidentiality and respect for the facts reported, as well as for the personal data of the person making the report and of the persons involved or cited in the report. In this respect, only the persons responsible for processing the alert have access to the information provided by the alert, under the conditions of confidentiality required by the legislation in force. Alerts must be entered within the framework of the Forsee Power group’s internal alert system, using a form available exclusively on the external platform dedicated to collecting alerts, and accessible from the Forsee Power intranet (www.report.whistleb.com/en/forsee-power) in a manner that is completely independent and dissociated from Forsee Power’s systems. The admissibility of each alert is examined by the managers and experts appointed to handle alerts, who have a maximum of seven days to examine the request.

If the alert is deemed inadmissible, the author of the alert is informed, the alert file is closed, and the data is deleted from the alert platform as soon as possible. It is possible that the author of the alert is redirected to the appropriate contacts to manage the reported situation outside the alert system. Otherwise, a report is drawn up after investigation by the controller, making it possible to establish whether or not the facts reported are true and to recommend an action plan.

The whistleblower is informed of the result of the processing and of the closure of his alert. Once the alert is closed, the file is archived.

No reprisals

Forsee Power can only remedy inappropriate conduct if it is aware of such conduct. Therefore, it is essential that we create and maintain an environment where individuals do not fear, and instead feel a responsibility to report, any inappropriate conduct that they have noticed or suspected. To help create such an environment, we are committed to protecting anyone who reports a concern in good faith.

DISCIPLINARY SANCTIONS

Failure to comply with the rules and prohibited actions set forth in this Code may result in disciplinary actions or sanctions against Forsee Power employees. Violation of these rules may also expose them to civil and/or criminal liability.



ACKNOWLEDGEMENT OF RECEIPT OF THE CODE OF BUSINESS CONDUCT

Please read the following text and use the space provided to enter your signature as your acknowledgement of receipt of this Code of Business Conduct.

Once signed, a copy of this acknowledgement of receipt will be filed in your personnel record.

I hereby acknowledge receipt of a copy of the Forsee Power Code of Business Conduct. I understand that I am obliged to read it and comply fully with its contents. I further understand that the policies, rules and benefits described in this Code may be changed at any time at the sole discretion of the Company.

I understand that my signature below confirms that I have read and understand the preceding statements.

Name of employee in block capitals:

Job title:

Date :

Signature of employee:



About Forsee Power

Forsee Power is a French industrial group specializing in smart battery systems for sustainable electric transport (light vehicles, off-highway vehicles, buses, trains, and ships). A major player in Europe, Asia and North America, the Group designs, assembles, and supplies energy management systems based on cells that are among the most robust in the market and provides installation, commissioning, and maintenance on site and remotely. More than 1,200 buses and 100,000 LEV have been equipped with Forsee Power's batteries. The Group also offers financing solutions (battery leasing) and second-life solutions for transport batteries. Forsee Power recorded revenue from sales of EUR 72.4 million in 2021 and has more than 600 employees.

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