

CERTIFICATE OF INSURANCE

We undersigned, Liberty Specialty Markets Europe Sàrl, 42 rue Washington, 75008 Paris - FRANCE, certify that :

**DAL Zeitarbeit GmbH
Torstr. 49, 10119 BERLIN
GERMANY**

is beneficiary of the General and completed operations liability policy n° ABP4LK-002 issued to DERICHEBOURG group which undertakes to indemnify all the sums they become obligated to pay by reason of damages sustained by third parties and due to their activities and/or their products.

This policy constitutes the Master policy of an international insurance program which intervenes in Difference of Conditions and/or Difference of Limits of a local integrated policy in the country of the insured herein above designated.

The limits of guarantees acquired in conformance with the Master policy in reference are the following ones:

Coverages	Limits
1/ Public Liability (per claim unless otherwise stated)	
Bodily injuries, property damages and consequential losses together	60 000 000 €
In which:	
. Responsibility for sources of ionizing radiation (except for USA-Canada)	3 000 000 €
Of which search / decontamination costs	100 000 €
. Accidents at work and occupational diseases caused by "Faute Inexcusable"	20 000 000 €
. Pure financial losses	50 000 000 €
2/ Professional Indemnity and Products Liability (in the annual aggregate)	
Bodily injuries, property damages and consequential losses together	60 000 000 €
In which:	
. Professional indemnity	10 000 000 €
. Pure financial losses	50 000 000 €
3/ Criminal defence costs/recourse	160 000 € per claim

This insurance certificate is issued in the scope of all temporary employment activities performed by DAL Zeitarbeit GmbH in Germany and Europe, in particular under the specific regulations of the German law on temporary employment ("Arbeitnehmerüberlassungsgesetz"). This certificate also covers all temporary employment activities of DAL Zeitarbeit GmbH based on so-called workpackages-contracts ("Werkvertragsleistungen"). This insurance certificate embraces all temporary employment activities of DAL Zeitarbeit GmbH performed under the German law on temporary employment as follows:

- i) production, repair, maintenance, line maintenance and overhaul of any kind of aircrafts in Germany and Europe
- ii) erection, repair, maintenance and overhaul of offshore wind turbines and their components in Germany and Europe.

This insurance certificate, which cannot bind the insurance Company beyond the conditions and limits of the policy to which it refers, is valid for the period December 1st, 2019 to December 1st, 2020 and constitutes only an assumption of coverage.

Paris, January 16th, 2020.

