



July 19, 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Your Excellency,

Re: **Participation in the UN Global Compact**

Kindly allow me to introduce myself. My name is Constantine Karayannopoulos and I am President and Chief Executive Officer of Toronto-based Neo Performance Materials Inc. ("NEO").

NEO, a Canadian public company listed on the Toronto Stock Exchange, manufactures the building blocks of many modern technologies that enhance efficiency and sustainability. Neo's advanced industrial materials -- magnetic powders and magnets, specialty chemicals, metals, and alloys -- are critical to the performance of many everyday products and emerging technologies. Neo's products help to deliver the technologies of tomorrow to consumers today, fast-forwarding our world's transition to an environmentally sustainable future. The business of Neo is organized along three segments: Magnequench, Chemicals & Oxides and Rare Metals. Neo is headquartered in Toronto, Ontario, Canada; with corporate offices in Greenwood Village, Colorado, US; Singapore; and Beijing, China. Neo operates globally with sales and production across 10 countries, being Japan, China, Thailand, Estonia, Singapore, Germany, United Kingdom, Canada, United States, and South Korea.

I served previously as Chairman of NEO since September 2016 and have worked in senior executive positions at NEO and its predecessor companies for more than 20 years.

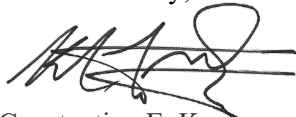
I am very proud of my affiliation with NEO and am pleased to confirm that NEO supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. NEO will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress

within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive officer expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that Neo has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Constantine E. Karayannopoulos', written over a horizontal line.

Constantine E. Karayannopoulos
President, CEO & Director