



ICE International Copyright Enterprise Germany GmbH
Lützowstraße 100 - 10785 Berlin

To whom it may concern

Berlin, February 2022

Our partnership with Tobias Siebert from MLP Finanzdienstleistungen SE

ICE was founded in 2007 in Stockholm, Sweden and became a world class service center for the global management of rights during the last 15 years. ICE provides multi-territory, multi-rights, copyright administration services on behalf of Collective Management Organizations (CMOs). Its consolidated source of authoritative, multi-territorial copyright information enables ICE's customers to efficiently and accurately track, collect and distribute royalties to rightsholders. The ICE database contains approximately 45 million musical works. ICE processes an average of more than 4.5 million new work registrations from publishers and writer members each year.

In 2014, ICE began operating in Germany and opened its office in Berlin, followed by a second smaller office located in Munich. Since then, the number of employees in its German entity increased to approximately 200. ICE currently employs employees from approximately 35 countries and therefore has an international business culture with English as its company language. This means we require strategic partners who can support us with professional services in English.

ICE truly cares about its employees and giving them a good start in Germany. Thus, ICE decided to enter into a collaboration with MLP SE as Germany's leading company for independent and professional advice in investment and insurance solutions for private clients, as well as for company pension plans. MLP Senior consultant Tobias Siebert supported ICE and its management team in installing a professional, comprehensive financial support model for ICE's employees.

As part of the revitalization of our company pension plan, Tobias Siebert provided the following services:

- In-depth analysis of employee and employer requirements by considering ICE's internationality and its age structure with an average age of approximately 35 years across the organization
- Trial consultancy for all departments
- Recommendation of appropriate insurance companies and investment models
- Implementation of an optional shopping card for company contribution
- Financial consultations for both groups and individuals
- Portable financial plans for employees leaving ICE (either within Germany or abroad)
- Continuous update and support on legal requirements

As a result of this excellent service, we were able to increase the rate of employees covered by our pension plan from 15% to more than 50%. In addition to this, our staff greatly appreciates the value of his consultations and support concerning any personal questions regarding health insurance, statutory pension, financial investments, mortgage loans or private insurances in general.

During all stages of our partnership we felt that Tobias Siebert is deeply committed to the needs and goals of our company and our employees, while delivering professional and reliable services with a maximum level of flexibility.

We are looking forward to further cooperate with MLP SE and especially Tobias.



Thorsten Sauer (CEO)

M. Kuhlen

Michael Kuhlen (CFO)