

November 8, 2012

United Nations Global Compact
United Nations
New York, NY 10017
USA

To our stakeholders

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that comprises of a statement of continued support for the Global Compact, a description of practical actions that our company has taken since our last COP, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report due to considerable restraints in human resources we encountered and preparations of our second exclusively online Sustainability Report took as much longer than initially planned.

We hereby ask for an extension period in order to be able to submit a COP that describes our company's efforts and progress to implement the ten principles of the Global Compact. Our new COP report will be posted on the Global Compact website by 5 December 2012 at the latest.

Sincerely yours,

Andreja Pavlović

CR Director for H&P group