

08 December 2016

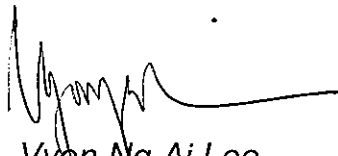
To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report due to an exceptionally challenging workload, requiring all of our in-house resources (and numerous external resources) to meet our client deliverables.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by 23 March 2017 at the latest.

Sincerely yours,



*Ms. Vyron Ng Ai Lee
Senior Consulting Manager, Talent Acquisition*