

Work Smart – Have Fun – Make a difference

5 May 2017

Paris, France

To Our Stakeholders:

We recognize that a key requirement for participation in the United Nations Global Compact (UNGC) 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 UNGC, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report this year. We believe that it is of central importance to present the details of our CSR management system in the greatest possible detail and with full transparency. Due to the rapid growth of the company, including the opening of several new offices, we would be able to more thoroughly compile our KPIs and actions with the provision of an extension period.

We hereby ask for an *extension period* in order to be able to post our Communication on Progress that describes our company's efforts and progress to implement the principles of the UNGC.

Our new COP report will be posted on the UN Global Compact website by August 5, 2017 at the latest.

Sincerely yours,



Pierre-Francois Thaler

Co-founder and Co-CEO