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## GRACE PERIOD LETTER

11.14.2017

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, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report due to special procedures that will take place until the end of the year and we intend to integrate them in our COP.

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 10 February at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to be 'Panagiota Dedi', is written over a light blue circular stamp or watermark.

Panagiota Dedi  
Human Resources & CSR Manager