



Paris, January 3rd, 2020

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 sharing and posting our COP report due to scheduling difficulties. Our COP is due on January 24th, the redaction being almost completed. We aim at publishing it at the Advanced level but could not get a date before mid-February for our peer review with the Global Compact France Network.

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 March 31st at the latest.

Sincerely yours,

Clément Tostivint

Sustainable Development Manager – Avril group

A handwritten signature in black ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name Clément Tostivint.