

Grace Period Letter

Luxembourg, 12 March 2020

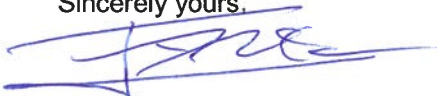
Greetings,

We recognise 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 on 17 May 2020 as our company went through a shareholder change in February of this current year. The process required us to shift our priorities until the end of the process.

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 01 August 2020 at the latest.

Sincerely yours,



Tom Anen
Director Corporate Communications



Sonia Labboun
Senior Corporate Communications Manager