

GRACE LETTER

Umanis, 2020, March 20

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 impact of new measures required to stem the spread of Covid-19

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 2020, June 01 at the latest.

Sincerely yours

[Signature]

[M. Olivier Pouligny _____]

[Directeur Général]

A handwritten signature in black ink, consisting of a large, stylized 'O' followed by a vertical line and a horizontal stroke at the bottom.