Your Reference

Our Reference DZF/LZR/AET2



Gowling WLG (UK) LLP 4 More London Riverside London SE1 2AU

DX 132076 London Bridge 4

28 October 2020 | 09:10:35 GMT

Dear Stakeholders,

Adjustment Request Letter

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 main issue areas of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We want to align our internal reporting cycle with the COP deadline. We hereby request our COP deadline to be adjusted to 31 October 2021.

Yours sincerely

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DocuSigned by:

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David Fennell

CEO, Gowling WLG (UK) LLP