



Anne Collins
General Counsel
KPMG International Limited

KPMG International Limited
15 Canada Square
London
E14 5GL
United Kingdom

Correspondence Address
KPMG Level 38, Tower 3
300 Barangaroo Avenue
Sydney
NSW 2000
Australia

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To whom it may concern

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) comprised 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.

This year, we are delayed in creating, sharing and posting the organization's COP report as we have chosen to present the organization's environmental, social and governance commitments and progress in a new form of report. The content of the report will align with the new set of Stakeholder Capitalism Metrics developed by the World Economic Forum International Business Council, in addition to the UN Global Compact COP requirements set out above.

We hereby request an extension period in order to be able to post a COP that describes our organization's efforts and progress to implement the principles of the UN Global Compact. Our new form of report will be posted on the UN Global Compact website by 1st March 2021 at the latest.

Yours sincerely

A handwritten signature in cursive script that reads 'Anne Collins'.

Anne Collins
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