

Strassen, 03 March 2021

Grace Period Letter – Posting of a Communication On Progress (COP)

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 the current situation regarding COVID-19 and the sending of your reminders in our spam inbox.

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.

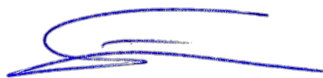
Our new COP report will be posted on the UN Global Compact website by 4 June 2021 at the latest.

Many thanks in advance for your understanding and please accept our apologies for the delay.

Sincerely yours,

Tom GIRARDIN

Managing Partner

A handwritten signature in blue ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name "Tom Girardin".