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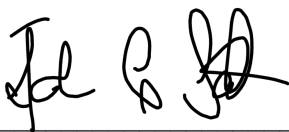
**Subject: Deadline Extension for
Submitting Communication on
Progress to the UN Global Compact**

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 fact that we are recreating our Sustainability Targets to a later deadline, thus enhancing our focus and effort on our sustainability approach.

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 15th of December 2021 at the latest. Sincerely yours,



Mr John Sadlier

Chief Sustainability Officer