



Grace Letter for deadline extension

July 12, 2021

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 operational delays caused by the pandemic.

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 September 10th at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Irini Ioannidou". The signature is fluid and cursive, with a large initial "I".

Irini Ioannidou

Chief Compliance Officer