

To our stakeholders

Gowling WLG (UK) LLP Two Snowhill Birmingham B4 6WR

DX 312501 Birmingham 86

28 October 2021

We recognise 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 unexpected unavailability of a key internal stakeholder for review and sign off.

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 30 November 2021 at the latest.

Yours sincerely

Lorna Gavin Head of Diversity, Inclusion and Corporate Responsibility +44 (0)203 636 7931 Iorna.gavin@uk.gowlingwlg.com

T +44 (0)370 903 1000 F +44 (0)370 904 1099 gowlingwlg.com Gowling WLG (UK) LLP is a limited liability partnership registered in England and Wales under registration number OC304378 and is authorised and regulated by the Solicitors Regulation Authority. A list of members may be inspected at 4 More London Riverside, London, SE1 2AU, its registered office.

Gowling WLG (UK) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.