



December 14, 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 will be delayed in creating, sharing and posting our CoP report due to the publication of our first comprehensive sustainability report in Q3 2022.

We hereby ask for an extension period in order to be able to post a CoP that most accurately reflects our company's efforts and progress towards implementing the principles of the UN Global Compact. Our new CoP report will be posted on the UN Global Compact website by July 31st, 2022.

Sincerely yours,

DocuSigned by:

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Yamini Rangan

CEO