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10 January 2022

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 very challenging market conditions brought about by the current COVID-19 pandemic, which has required a significant refocus and re-structure of the business operations.

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 28 March 2022 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Tony Newman', followed by a horizontal line.

Tony Newman
Chief Executive Officer