

7 Feb 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 delayed in submitting the report this year as we are working to engage more stakeholders during the report preparation process. In addition, we seek to report on more Environmental, Social and Governance factors than we did in our previous year's COP.

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 11 May 2022, at the latest.

Yours Sustainably,



Lawrence Law
Chief Growth and Sustainability Officer