



Date: February 8, 2022

Adjustment request

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 main issue areas of the UN Global Compact, and a measurement of outcomes or expected outcomes. We want to align our COP deadline with our internal reporting cycle, specifically, our annual ESG report which gets published annually in the summer. We hereby request our COP deadline to be adjusted to July 31, 2022, max. 11 months from COP deadline.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Sandeep Persaud', enclosed within a dashed rectangular box.

Sandeep Persaud
Senior Director, Strategy & ESG