

17 March 2022

To our stakeholder:

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 several deadlines of impactful projects. We will make sure the CoP is ready before the next deadline within 90 days.

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 18 June 2022 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to be 'JH', with a large, stylized flourish underneath.

Julie Hemels - Hoff
Founder & CEO