

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 late in creating, sharing and posting our COP report due to the fact that we have recently changed our financial year end date from 30 June to 31 December. The change of the financial year end date results in a shift in the reporting period and timeline of our 2021 Sustainability Report, which is now due end of May 2022. To align both communications, we believe it is relevant to gather all insights on our sustainability performance and complete our 2021 Sustainability Report first.

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 June 19<sup>th</sup> at the latest.

Sincerely yours,



Frank Erkelens  
Group Chief Executive Officer

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