

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.

As our annual financial report deadline this year is 20. June. 2022, we humbly request to publish our annual COP in parallel with the abovementioned date.

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 01. July. 2022 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Admir Mesic', with a large, stylized initial 'A'.

[Mr. Admir Mesic, Global Head of Knowledge Management