



01 August 2022

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 Engagement (COE) 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 COE report due to unforeseen absences of critical staff whose contributions will be crucial to preparing a comprehensive COE.

We hereby ask for an extension period in order to be able to post a COE that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COE report will be posted on the UN Global Compact website by the 7th November 2022 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Alex Hollander-Carney'. The signature is fluid and cursive, with a large initial 'A' and 'H'.

Alex Hollander-Carney

Head of Legal and Compliance