

Ms Françoise GRUMBERG
CWT
40 avenue Pierre Lefauchaux
92772 Boulogne-Billancourt

Paris, 19 October 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 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 the fact that we would like to report on the full 2022 calendar year. 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 for the whole of 2022.

Our new COP report will be posted on the UN Global Compact website by February 4th 2023 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'F. Grumberg', with a stylized, looped flourish at the end.

Françoise GRUMBERG

Vice President, Global Responsible Business