

 Name:
 Christina Kempers

 Phone:
 +49 (0)221 35558-617

 Mobile:
 +49 (0)162 2770081

 E-Mail:
 ckempers@xantaro.net

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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 large efforts taken to implement processes to comply with the UN Sustainable Development Goals which will serve as a basis for our COP.

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 1<sup>st</sup> February 2023 at the latest. Sincerely yours,

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Christina Kempers Chief Operative Officer