

December 6<sup>th</sup>, 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 our full focus on ongoing projects both related and unrelated to our sustainability goals. We are currently working on our sustainability report that will serve as a reporting tool.

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 the 28<sup>th</sup> of February 2023 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to be "Ola Haddad", with a stylized, flowing script.

Ola Haddad  
CHRO