

December 6th 2022

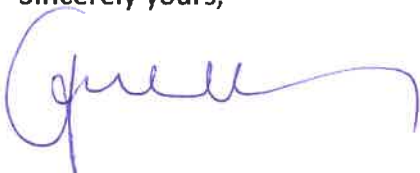
To our stakeholders:

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. We are in the process of conducting a carbon footprint calculation and would like to include the final results in this COP. Furthermore we want to report on a joint team event of the European and African team that ended the 5th of December.

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 7th of March 2022 at the latest.

Sincerely yours,



Guido Vandenabeele

Managing Partner