



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 our company, Hudson Belgium N.V. has been acquired by Randstad Belgium since 2022. Such a transition has taken a lot of our managerial time and energy which has caused a delay on other important things. While we still continue to operate as an independent company, there are also a lot of common philosophies and best practices that we are aligning and sharing, some of them directly related to the UN Global Compact principles. This alignment also requires extra time and efforts but we are fully committed.

We hereby – with profound respect - 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 7 March 2023 at the latest.

Sincerely yours,

Mr Ivan De Witte

CEO Hudson Belgium NV