



October 24, 2021

United Nations Global Compact

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 regarding 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 several unforeseen events. We hereby ask for an extension period 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 January 21, 2022, at the latest.

Sincerely yours,

A handwritten signature in blue ink that reads "John Farner".

John Farner
Chief Sustainability Officer