



19th April 2022

UN Global Compact – Communication on Progress – Grace letter

Dear Stakeholder,

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 due to launch our 2021 Sustainability Stakeholder Report on May 25th with the realization that this date occurs around two weeks after the submission is due on May 12th. Therefore, by this Grace Letter, we would like to request a 90 days extension to August 10, 2022, as permitted under the UNGC regulations.

Best regards,

A handwritten signature in black ink that reads "Joe Franses". The signature is written in a cursive style.

Joe Franses
VP, Sustainability