



May 4, 2015

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 sustainability team has been fully focused on preparing Sustainalytics' first external sustainability report, due to be released this summer.

In order to give both sets of disclosure the attention they deserve, we hereby ask for an extension period. Our new COP report will be posted on the UN Global Compact website by Wednesday, August 12 at the latest.

Sincerely yours,

**Michael Jantzi**  
Chief Executive Officer