



April 15, 2019

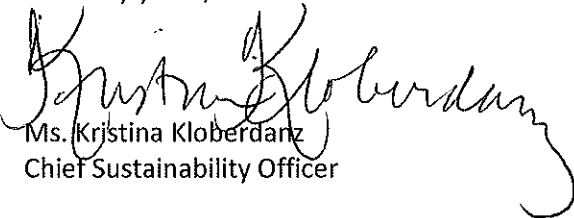
To our stakeholders:

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 will be late in creating, sharing and posting our COP report so that our report is contemporaneous with the information that will be included in our annual Sustainability report.

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 Friday, August 9, 2019 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Kristina Kloberdanz", is written over the typed name and title.

Ms. Kristina Kloberdanz  
Chief Sustainability Officer