

October 25, 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 regarding the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We anticipate posting our COP after November 12 to coordinate it with the release of our first public Corporate Citizenship Report.

We hereby request an extension period of 90 days. Our COP report will be posted on the UN Global Compact website by February 10, 2020, or earlier.

Sincerely yours,



Julie Millard

Vice President, Corporate Citizenship