

April 1, 2020

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.

Annually we publish a Global Responsibility Report, a comprehensive document that reiterates our continued support and details our company's goals, commitments and actions. This publication serves as our COP. Preparations are underway to publish the 2020 Global Responsibility Report this spring; however, the release date will be after our initial COP deadline of April 11. We hereby ask for an extension period in order to be able to post our COP.

Our new COP report will be posted on the UN Global Compact website no later than 90 days after our initial April 11, 2020 COP deadline.

Sincerely yours,



Serena Pal